

ANNUAL REPORT 2023-2024

SECTION 1 - MEMBERSHIP, OFFICERS AND SECRETARIAT

1.1 MEMBERSHIP

There were 188 formal affiliated Members of the English Schools' FA in 2023/24 and 177 informal Associations (or LFOs) registered.

1.2 THE CHAIRMAN

It was refreshing in so many ways to have Marvin as Chair of the ESFA last season. As a youngster he was fortunate to attend a school that really valued school sport, and Marvin went on to play District, County and National Schools representative football before making his debut in the Premier League at the age of 17. We are fortunate to have his involvement with us. He brings a different approach to those of us with a teaching background.

As Chair he brought his strengths and experiences to Council, and led on shaping our thinking regarding the International experience of our U18 boys and U15 girls national squads. This is still ongoing and Marvin continues to take an active part in providing opportunity, and high level experiences, for children involved in schools football.

A key strength that Marvin brings to the ESFA are his footballing connections. He is on the FA Council and a variety of FA panels, he is a UEFA and Premier League Match Delegate, and a PFA member. He has a wide network of contacts and recognises the need for schools football to be recognised for the part it plays, and the positive social impact that it can have on children's development. Also its importance in the football landscape across the country.

Marvin attended key events throughout the year, especially involving our international teams, national finals, and the Reward and Recognition event. He also enjoyed visiting schools.

With his M.Sc in Sporting Directorship, Marvin has looked to extend his football CV and has added the CEO role at Hednesford Town FC to his many commitments. Those commitments extend to his busy family life with the latest addition to his family joining him during his year as Chair.

Marvin remains a valuable and valued member of the ESFA Council, and he continually acknowledged how proud that he was to lead the group last season.

He is passionate about improving the schools football experience for all, and we are all very grateful for his ongoing contribution.

1.3 VICE-CHAIR

Nick Loftus, with his extensive background in education and football, has been a dedicated advocate for schools' football for over four decades. As Vice-Chairman last season, Nick's leadership was marked by his commitment to enhancing the experience for young players, leveraging his vast experience in coaching, management, and safeguarding.

Nick's career has spanned multiple roles, from teaching for 23 years across three secondary schools to serving as Head of Education & Welfare at Wolves Academy for 16 years. His understanding of the importance of nurturing both the academic and footballing talents of young players is evident in

his leadership and involvement at all levels of schools' football. Notably, he has been a member of the Premier League's Education Advisory Board and served as Safeguarding Officer at Wolves FC for five years.

Throughout his career, Nick has championed the interests of young people, helping them develop both on and off the pitch. His long-standing involvement with the Wolverhampton Schools FA, where he has been Chairman since 2015 and Safeguarding Officer since 2002, as well as his roles within the West Midlands Schools FA, reflect his deep commitment to the development and welfare of young footballers.

Nick's pragmatic approach, coupled with his interpersonal skills, has enabled him to work closely with areas of Membership to promote and embed positive changes within the ESFA. His role as a Trustee and Safeguarding Champion further highlights his dedication to ensuring the safety and wellbeing of young players.

Now, as Chairman for the 2024-25 season, Nick brings his vision and experience to continue advancing the role of schools' football, ensuring its place as a key pillar in the footballing landscape.

1.4 CHIEF EXECUTIVE

As the ESFA's lead professional Andrea Chilton sets high standards for herself and for the Association. She is highly motivated and well respected by staff and volunteers.

She leads a professional, hard-working and effective staff team with clarity and direction. The working atmosphere is very positive in HQ and staff value working for the ESFA. Staff are well managed and have clear roles and direction as reported in the 2024 Honorary Auditors' report.

The ESFA Trustees benefit from clear and precise information that ensures that all governance decisions are considered and well informed. Her work to develop an ESFA 'Code of Governance' has given the Association a real head start when comparing ourselves to the statutory FA Code. Many of the good governance principles, important for a national governing body such as the ESFA, are already embedded in our practice as a result of her work.

Andrea's working partnership with the ESFA Finance Director, Dawn Howard, is key to the financial stability of the ESFA. Budgets are closely monitored and variations reported to the board of Trustees regularly. This is evident in the stability of the ESFA's accounts.

Andrea has forged and maintained positive working relationships with key partners. Work with the FA has been positive over the last 12 months. The Association meets all FA expectations (e.g. safeguarding) and is working to develop a more collaborative relationship with the FA for mutual benefit. The relationship with UCFB is a positive one. Andrea has led on the successful commissioning of research by students of the University that has informed Trustee decision making. She is about to be awarded an Honorary Fellowship of UCFB and the Global Institute of Sport for the quality of this collaborative work. This is well deserved.

1.5 STAFFING

Dawn Howard, the ESFA's Finance Director, had a busier than usual season, having taken responsibility for some of the health and safety management arrangements at HQ, on top of the already busy roles of Finance Director, Company Secretary, Secretary to the Board of Trustees and

Clerk to Council. These additional duties were treated with Dawn's usual due diligence and attention to detail, with clean bills of health now acquired from all health and safety external assessments. During this time, Dawn continued to manage the Association's funds as directed by Trustees, advising on matters such as investment platforms to maximise interest payments, as well as the routine provision of management accounts and cashflow forecasts as part of her usual reporting to Trustees. Dawn also maintained the records for the ESFA's dormant subsidiary company, English Schools' FA Trading Ltd. T/A ESFA Enterprises. This task will increase significantly as the company activates to deliver the promised coaching camps. Thanks to Dawn for the additional work expertly conducted.

Ian Laithwaite, the ESFA's Commercial Director, secured £233,000 of funding in-year for the ESFA's activities, over and above that already in place from PlayStation. As well as generating commercial investments, Ian also advises the ESFA's international players on seeking personal sponsorship and provides them with the materials to do so, then works hard to get great prices from venues for our home internationals. Well done to Ian on his continued success.

Some of Ian's success is of course supported by the superb quality of ESFA activities, driven with skill and creativity by our Director of Operations and his team, and our PR, Marketing and Comms Manager and her team. As well as creating the activity in which sponsors invest, both leaders are instrumental in then delivering the contractual obligations required by those investors. The collaboration across both teams is highly effective, with the quality of experience at the heart of their plans. Darren has led his team to deliver outstanding national finals, supported by the determination of Jack, Josh and Haydn to ensure that competitions are run with integrity. Player satisfaction levels from our national finals are extremely high, even from the runners up, which is testament to both the teachers involved in managing the teams and to the professionalism of the finals' events. Almost all ESFA staff are now involved in the finals, but the credit goes to the Operations team for their skill and dedication throughout the season.

Dan Smith, the ESFA's Football Projects Manager, had one of the busiest years on record with high levels of activity spread across the country. Working with the hardest to reach, both directly and through schools and Membership, Dan has once again demonstrated his ability to be flexible to ensure that activities take place. This has taken a great deal of determination, energy and enthusiastic encouragement. Well done to Dan for generating activity in which those least likely to take part have that opportunity.

Sarah, Jake and Ben continue to improve our profile and reach, with more and more social media followers each month, a key outcome for our investors. The hugely successful Schools' Football Week campaign reached nearly 260,000 pupils in 23/24, thanks to the creativity, imagination and artistry of the team. The ESFA's Reward and Recognition Awards, the brainchild of Sarah, enjoyed it's first year as a discrete event and feedback has been very impressive. The team continue to innovate in their area of work and we are grateful for their commitment.

From behind the scenes, our Governance team continue to have a vitally important role to play. Since qualifying, Joe Marsh, our Governance Manager, has led the ESFA to becoming one of the best quality Associations within The Football Association for the management of discipline, with the competence and experience provided by Josh being significant asset in this area of work. Joe's quiet determination to support Associations has been well received by Members, with one even thanking Joe for suspending them, because it enabled them to "sort themselves out" with his support. Equally influential have been our highly experienced safeguarding team, Emma Allen and Martin Duffield. As

well as the direct support for individuals and Associations on specific safeguarding or compliance matters, between them they have supported over 125 Associations by reviewing their practices and social media to identify any weak spots in their practice. Doing so not only provides better protection for the children in our care, it helps assure our volunteers that they are working in the safest way they can. Our safeguarding team demonstrate expertise, flexibility and impact and we thank them for their hard work.

1.6 AUDITORS

The ESFA benefits from the additional perspectives given by both the professional and honorary auditors.

The Honorary Auditor's Report is included within this document. New team members Jackie Brown and Gavin Hawkins joined Allan Reed in visiting the office in July 2024. They spoke to senior officials and a variety of staff members to explore the associations decision making and staff views. This critical eye, on behalf of Membership, is useful to the association and reflected on by both Trustees and Council. We thank the team for their questions, insight and feedback.

Our professional auditor is Mark Ashton, of Lancaster & Co of Wolverhampton. He casts a professional eye over the ESFA annual accounts. He always performs his duties on behalf of the Association with precision and due diligence. Mark works with clients from a range of sectors and his experience is invaluable. He ensures that our financial reporting is always up to date and reflects any new requirements. The long-standing relationship between Lancaster & Co and the ESFA is greatly valued.

Trustees and Council wish to add its thanks to our Professional Auditors for their work on behalf of the Association.

SECTION 2 – FINANCE AND SPONSORSHIP

2.1 FINANCE

The ESFA budgeted for a £53,885 loss for the 2023-24 financial year and out-turned a £34,222 profit. The major contributors to the change in position were as follows:

Increased income:

- £134,000 from new sponsors, which incurred some associated costs
- £29,109 additional interest received from investing more of the reserve funding

Expenditure savings:

- £19,918 on Council & AGM expenditure and the international programme
- £41,783 on the schools' national competitions

Mandatory investment:

- £41,298 additional spend on ESFA headquarters to comply with various legislation, such as fire safety & Health & Safety

Discretionary investment:

- £18,000 funded to the Regions & Association New teams

- £70,550 expended to refund 75% of the Champions Cup entry fees back to teams. This was agreed by Trustees following a recommendation from the Membership Funding Group. This resulted in an actual loss of £52,906 for the Champions Cup, which the ESFA financed

With regards to risk, the Trustees aim to invest in low-risk funds that maximise interest. With regards to ethics, the Association will not invest in funds or companies whose activities obviously conflict with those of the ESFA.

A reminder that the balance sheet on the financial statements is a snapshot in time, on 30 June 2024 & the Association's financial position is fluid.

The Trustees have committed to providing the maximum possible support for Member Associations during the 2023-24 season. £170,134 was disbursed on Members' behalf by the ESFA as follows:

- £8,000 grants to regions
- £10,000 grant funding to Association New teams
- £70,550 refunded Champions' Cup entry fees
- £50,223 in various development, futsal and disability grants plus referee bursaries
- £14,761 in Association safeguarding resources
- £6,600 County SFA affiliations
- £10,000 representative football insurance

2.2 SPONSORSHIP

New sponsor Arnold Clark was delighted with their inaugural season as international sponsors and sponsors of the U16-U18 suite of schools' cups and the super league competitions. They have ambitions plans for year 2 of their sponsorship and are a highly engaged new partner. Their sponsorship now means all of the ESFA's national school cups benefit from the extra investment, opportunity and resource that the sponsors provide. We are thankful to Arnold Clark for joining the fold.

PlayStation, in its 12th year as sponsor of the PlayStation Schools' Cups, remain delighted with the success of the PlayStation Schools' Cup. As well as the finals-fest at West Bromwich Albion, PlayStation supported schools with the opportunity to take part in their FIFA e-gaming competition, and sent ambassadors into schools. Thank you to them for their support.

Pokémon, primary schools' cup sponsor, supported the competitions with additional resources/activities such as goodie bags and additional winners items at National Finals, Pikachu character appearances and merchandise at some County and Regional rounds of the cups. Now in its second year, the Pokémon Primary Schools' Cups are highly valued by the sponsor and their investment is highly valued by the ESFA.

Inspire Sport, our longstanding school sports tours partner, facilitated the international squads' preparatory training at SGP. Players cite this as a fantastic experience and we are grateful to Inspire for creating this opportunity

Pro:Direct, Official Kit Supplier, also became the Schools' Football Week sponsor for the year. Pro:Direct have been very responsive to ESFA's (often short notice) orders for kit, which are made in high volume every year. We are greatly appreciative of their help.

UCFB, the ESFA's HE partner, is a supporter of the ESFA rather than a sponsor of an ESFA competition, and their continued partnership with the ESFA reflects the value that they place on the partnership in accessing potential undergraduate students. CPD for teachers is also offered by UCFB, and at the end of 22/23, they agreed to fund a scholarship in the ESFA's name at no cost to the Association. The first recipient of the scholarship has just completed his first year. This partnership continues to thrive and is a great example of a mutually shared mission – using the sport of football to further the development of those in education. Our thanks to UCFB for their ongoing investment.

Future Elite Sport, the ESFA's scholarship partner, continues to provide advice to potential scholarship students so that they maximise their chances of supported study overseas. As an important part of students' progression planning, this contributes to the ESFA's educational mission and we offer our gratitude for their support.

VEO, the ESFA's official remote filming partner, loans the ESFA three cameras to use remotely and covers the cost of the licences for this use. This means that, at no cost, the ESFA can secure footage of activity where there is no PR presence or budget – for example, at the Bob Docherty Cup – and helps bring to life the earlier rounds of National Cups on our social media channels. VEO cameras have been popular in schools with some purchases being made as a result of the ESFA's partnership contract. Thanks to VEO for their support.

StatSports, the official GPS partner of the ESFA provides GPS trackers for use by our international squads: without them, the ESFA would be unable to provide this technological support to our international players and their management team, helping them to manage and improve individual and team performances. We thank them for their generosity. StatSport contract ends at the end of 23/24.

Oddballs, the testicular cancer charity, use the ESFA's reach to raise awareness of testicular cancer in young people. Thanks to their partnership with the ESFA, they have delivered hundreds of awareness sessions for schools and are now in a position to continue to develop their messaging without ESFA support. Jointly, we can take pride in delivering this preventative message as part of the PHSE curriculum.

Panini continue to invest in the ESFA in their "Classroom Challenge" programme, which generated entries from over 2000 schools this season. Whilst a brand like Panini is multi-nationally recognised, their alignment with the schools' sector directly, via the ESFA, is an advantage to them and their product, prize money and other support – such as the on-line Panini stickers of our international squads – is mutually beneficial for all. We welcome the ongoing support of Panini in helping to engage children in football by means other than playing the game.

Zone Broadband started the season as the ESFA's broadband supplier in a partnership agreement which sees the ESFA benefit from a small investment in the Association, alongside the provision of broadband services. Sadly, due to unforeseen circumstances, they were unable to complete their commitments and the partnership has been amicably dissolved.

The PLCF (Premier League Communities Fund) continued with its financial support of the Year 3 and 4 festivals, now branded “Premier League Primary Stars Festivals”. They are highly satisfied with the outcomes and without their support, the activity would not take place. We offer our gratitude for their investment.

Three new sponsors joined the ESFA family in 23/24: i-Brain Tech is the ESFA’s official Neuro Fitness partner and has had a successful first year. Butterfly Squad is the ESFA’s official Mental Wellbeing partner, providing free resources for mental health support for primary schools. Finally, Sportshotels.com, the official Hotel Partner of the ESFA, sources the best non-public deals for hotels for national finalists and the international programme. We welcome our new partners and will work hard with them and for them to make their investment worthwhile.

There continue to be a number of other organisations who support the ESFA not with cash, but with their own resources, by reducing fees considerably or by gifting equipment. We therefore add our thanks to 247.TV, broadcast partner; 353 photography, official photographer; 33Creative, design partner and Mark Harrod, equipment supplier. Their contribution, and that of others named here, remains vital to the viability of the Association and to the quality of our work.

SECTION 3 – COMMITTEE REPORTS

3.1 REPRESENTATIVE FOOTBALL

As in previous years the Representative Committee has continued to provide oversight of representative football for the ESFA.

The Rep Committee continue to ensure that all checks and balances are in place and due process followed in relation to Association affiliation, non-compliance and particularly Child Welfare regulations. Committee has kept Membership informed in terms of potential changes to The FA’s Safeguarding requirements including the changes for practicing teachers in relation to Safeguarding. Disciplinary proceedings and suspensions, in some cases, have followed where necessary. The Rep Committee continue to review of how to deal with non-compliance for season 2024-5 which should become more straightforward once the new ESFA software portal has been evaluated.

The Rep Committee is delighted again to report on the success of the national inter-District and inter-County finals and place on record sincere thanks and gratitude to the ESFA staff for delivering quality experiences at first class venues. TV coverage and feedback from participating players and staff, widely shared via ESFA social media continues to be overwhelmingly positive.

The Rep Committee established a Working Group of Members to help reinvigorate Rep Football and initiated the ESFA Perception Survey seeking views on how Membership perceive the ESFA. Findings continue to be discussed by Committee with a commitment to greater emphasis on working closer with Membership planned for season 2024-25. Rep Committee members are looking at developing a Youth Council and a Young Leaders programme. Work continues on the Volunteer Recruitment Scheme and the particularly successful ‘Buddy Scheme’ which has resulted in 24 individuals volunteering to support Associations in a variety of ways.

As a result of the retirement of Luke Hampton (u18 Boy’s Manager), James Norton (u18 Boy’s GK Coach), Sian Williams (u15 Girl’s manager) and Tony Harris (u18 Boy’s Physio), 6 individuals were appointed, promoted or reappointed to the ESFA International Management Teams:

Richie Alderson – u18 Boy's Manager
Matt Atherton – u18 Boy's Assistant Manager
Dave Burns – u18 Boy's Physio;
Carly Williams – u15 Girl's Manager;
Leoine Wade – u15 Girl's Assistant Manager
Matt George – u18 Boy's GK Coach

The Rep Committee thank these dedicated, experienced volunteers for their many years of service to the ESFA's National Teams. Each were recognised for their service at the end of season Reward and Recognition event at Wolverhampton Wanderer's FC.

Mike McKenzie will not be continuing in his role of International Programme Manager for season 2024-25. The Rep Committee thank him for his service.

Despite work undertaken, the Rep Committee recognise that real challenges still remain in terms of ensuring the sustainability of representative football and remain committed to working closer with Membership to overcome these challenges, sustain a meaningful, workable programme and present the very best representative football experience to players in season 2024-25.

3.2 COMPETITIONS

The 2023-24 season of the English Schools' FA competitions witnessed another season of positive growth. Participation increased from 7,715 school football teams to 7,894, which represented a yet another record total number of teams for boys and girls in the history of ESFA National Cup competitions. The boys' category attracted 5,228 teams and the girls' 2,666 teams. 1,528 individual schools submitted entries across the age groups from Under 12 to Under 18 for both boys' and girls' across the various categories of competition.

PlayStation continued its sponsorship of the U12 - U15 Schools' Cup competitions for boys and girls, for an 11th consecutive year, with the addition of the newly created U13 and U15 Girls Small Schools' and B Team Cup competitions. The national finals were hosted at The Hawthorns Stadium, home to West Bromwich Albion FC, from Monday 20 – Friday 24 May 2024. As in preceding years, the event enjoyed a wonderful atmosphere and was very well supported in terms of spectator numbers, which helped to create a real sense of occasion for the participating players throughout the five days. Alongside the national finals, the PSSC FIFA 24 Championship Final was also hosted at The Hawthorns, with 64 children from 32 schools qualifying to compete to be crowned National Champions of the gaming variety. The ESFA wishes to place on record its sincere thanks to Jessica Benson, Head of Communications at Sony Interactive Entertainment UK Limited, for her unwavering support of schools' football, and Sarah Southall and colleagues at West Bromwich Albion FC for their superb support throughout the season and the organisation of the national finals' event.

The 8 x U16 - U18 Arnold Clark Schools' Cup finals were hosted, along with the 2 x U18 Super League Finals and the Inter-Association Cup finals, at Stoke City Football Club, from Sunday 05 April to Sunday 12 May. Once again, the participating teams enjoyed a fantastic experience, which will no doubt have created memories that will last a lifetime. The ESFA wishes to place on record its thanks to Nicole Riley, Craig Simmonds and Andrew Jackson at Stoke City FC, for their ongoing support in hosting ESFA National Cup Finals.

In season 2023-24, 407 rep. teams registered to participate across the ESFA Inter-Association Cup competitions for girls and boys which was a significant increase on the previous season's total of 343 teams. Representative team finals were hosted at Stoke City during the ESFA's visit in early May. The 'plate' competition finals for the Champions' Cup were once again hosted at the Sixways Stadium, Worcester, in June and July.

Pride Park Stadium, home to Derby County FC, was the setting for the National Finals of the ESFA Pokémon Primary Schools' Cup on Friday 19 May. 8 teams qualified in each of the three categories – School Teams' Cup, Girls' Cup and Small Schools' Cup, by progressing through a pathway of District, County and Regional Finals. The stadium proved to be an outstanding venue and the occasion was well supported by schools and spectators; helping to create a festival atmosphere and memorable day for all involved. The ESFA is extremely grateful to Mark Harrod Ltd for supplying four sets of age-appropriate goalposts for this event. The new Pokémon sponsorship proved engaging and inspirational throughout its inaugural season and ESFA wishes to place on record its sincere gratitude to Peter Murphy and Lauren Dillon, at The Pokémon International Company UK, for their commitment and creativity in helping to deliver a hugely successful second season of the sponsorship.

The ESFA would also like to place on record its thanks to Garry Griffiths of 353 Photography, Adrian Battersby at 247.TV, Carys Roberts, Rhianna Andrew and Tom Massey for providing their services as qualified sports therapists and also the army of referees that have helped officiate at all ESFA fixtures and National Finals throughout the season.

To view the results of national competition fixtures, go to www.esfa.co.uk/competitions

3.3. GOVERNANCE

Our new Governance Manager, Joe Marsh, who joined in a trainee capacity in January 2023, has quickly established himself in his role and leads on issues regarding rules and regulations. A lot of his time unfortunately is spent on discipline issues. Josh Thornton provides day to day support to the discipline process in the office and in this area, they were further supported by The FA's Regional Discipline Manager.

Unfortunately, there was a heavy workload during the 2023/24 season and disciplinary commissions were having to meet regularly to consider a large number of cases, with Josh continuing to provide day to day administrative support.

During the 2023/24 season, the following number of disciplinary reports were dealt with by Joe and Josh and, where necessary, disciplinary commissions:

- 693 Cautions (yellow cards) – including 60 'sin bins'
- 101 Dismissals (red cards)
- 37 misconduct cases

These numbers represent a 32% increase in cautions, 25% increase in 'sin bins', 12% increase in dismissals and no change in misconduct charges. The increase in reports has likely been impacted by the improved reporting system introduced at the start of the season.

There were a further 26 incidents of a serious nature reported, of which 9 resulted in charges being issued, with 7 being found proven. The average timeframes for serious cases were better than county FA averages, with the number of days from notification being 16 days, with an average of 24 days

from notification to closure. Of the 17 which were of no further action, 10 were due to the complainant not pursuing and 7 were unable to be charged through insufficient evidence.

A small panel of personnel from County and District Associations who have all undertaken FA judicial training, has been established to sit on disciplinary cases, with the advantage that a consistent approach has been applied.

3.4 DEVELOPMENT

The Football Development Committee took oversight of the FA's development funding for the 23/24 season under the Chairmanship of Gavin Rusling. The Committee focused on the remit of attracting new players to the game of football, which was achieved through the Development Fund.

In the 2023/24 season, the ESFA provided the opportunity for County Schools' FA's (CSFAs) to utilise funding from the Football Development Fund to encourage players who didn't already represent their school to take part in schools' football. The fund was split into a targeted SEND fund and a discretionary development fund. 5,315 new players participated in activities put on by CSFAs in the 23/24 season.

The Development Fund also continued to fund the "Hotshots" campaign, designed to engage pupils not already in school teams to take part in intra-schools' football. Despite a decrease in prize money and award categories "Hotshots" was still a huge success and resulted in over 45,000 players getting involved in schools' football for the first time, with nearly 6,500 teams participating. This included over 6,000 SEND pupils, an increase of 2,000 on 22/23 season. Out of the 45,000 new players from the "Hotshots" campaign over 16,000 were girls, reflecting the growing success of the female game.

The partnership with the Association of Muslim Schools (AMS) continued in the 23/24 season working closely once again with Mubariyoon Sports which is a partner organisation of the AMS. This partnership enabled us to provide Muslim Schools Festivals in the Midlands and the South with 350 boys and girls playing and also 12 match officials trained up to support the programme.

The pan-disability festivals returned for the 23/24 season and bounced back in a really positive manner in the North East, North West, Midlands and South West. Across the 4 festivals, 43 teams and nearly 400 players attended proving that there is an appetite for more of these events to happen in future seasons.

The National Deaf Schools' finals were also funded by the Development Fund in 23/24 and were organised with the support of staff from the Derby Royal School for the Deaf. The event was hosted at St Georges Park. The categories of competition were Junior Schools' Cup, Senior Schools' Cup and Girls' Cup. 32 teams participated across the three categories of competition with 262 players attending.

The Development Committee also monitored progress of the Volunteering Strategy. To aid recruitment of volunteering, a new webpage was created and launched that would be home to all volunteer opportunities across the Membership and a successful online advertisement campaign took place promoting the new webpage. The page received 9,900 link clicks and reached 218,054 individuals. This advertisement campaign will continue in the 24/25 season.

The ESFA's Reward & Recognition Awards returned for its second year in 2023/24, culminating with a dedicated awards ceremony at Wolves' Molineux Stadium on Saturday 15 June. The ESFA received over 200 nominations for the 2024 awards which was made up of five awards for schools' football volunteers and teachers and two awards for schools' football players, all of which received over 40,000 votes to decide the winners. All shortlisted nominees and those who put them forward were invited to the celebratory event in June, which brought together a fantastic cross-section of schools' football volunteers and allowed all of those involved to enjoy meeting up to celebrate the many and varying aspects of schools' football. The R&R Awards celebrated the ESFA's Long Service and Lifetime Achievement recipients and the cap presentation of the England U15 Schoolgirls and England U18 Schoolboys alongside the winners of each category of competition:

- Award for voluntary dedication to schools' football: Rick Jones, Stockport Schools' FA
- Association success story award: Brighton & Hove Schools' FA
- Association young volunteer award: Oliver Brennan, Barnsley Schools' FA
- Award for match official service to schools' football: Roger Andrew from Stockport
- Award for teacher dedication to schools' football: Matt Evans from Balfour Primary School in Brighton

ESFA Special Recognition Award: Ian Beck from Newcastle County Schools' FA

The winners of the Pupil Development through Schools' Football Awards were recognised with a presentation by ESFA Chair, Marvin Robinson at their schools later in June.

- Award for pupil development through schools' football (secondary age): Isabelle from the National CofE Academy in Nottingham
- Award for pupil development through schools' football (primary age): Candice from St Helen's Catholic Primary School in London

The Development Committee in partnership with the Premier League Charitable Fund (PLCF) organised The Premier League Primary Stars football festivals rebranded from Kickabout (22/23) returned for the 2023/24 season and were an incredible success. There were 38 festivals held across England, with a view to introducing year 3 and 4 pupils into schools' football activity, with a focus on fun rather than the competitive element of football. The Premier League Primary Stars festivals create opportunities for children to learn new skills, bring schools' football to life and make football accessible for all pupils. The 23/24 festivals provided these opportunities for 6328 pupils and will return for 24/25 to give yet more children an insight into how fun schools' football is to enjoy with their friends.

Funding from the FA Football Delivery Fund enabled the ESFA to host pilot girls' year 7 and 8 futsal festivals across the country, to see if there is the appetite for this format of the game. The take up for the 8 events that took place from Durham to Cornwall, from Humberside to Oxfordshire gave clear indications that it was a popular activity.

SECTION 4 – LIAISON

4.1 FOOTBALL ASSOCIATION

Marvin Robinson was re-elected to represent the ESFA on the Council of The Football Association for the 2024-25 season. Marvin continues to bring his experience and dedication to schools' football in this role, ensuring the ESFA's interests are well-represented at the FA. He now serves on the enhanced FA Football Development Committee following the disbandment of the Futsal Committee.

4.1.1 FA Football Development Committee

The FA Football Development Committee has taken on an expanded role following the amalgamation of the Futsal Committee. Marvin contributes to the committee's new goal for the 2024/25 season, which emphasizes the increased importance of education partners such as AOC, ISFA, and, of course, the ESFA. The committee will focus on better collaboration, more effective reporting of strategic priority work and advancing football development across schools. Marvin continues to support key initiatives, including the 'removal of heading' and formats of the game, ensuring that the ESFA's perspectives are considered.

4.1.2 FA Representative on ESFA Council

Peter Clayton continued his longstanding service to the ESFA throughout the 2023/24 season and remains a key figure in the FA Council Review. As Chair of the ESFA Governance Committee, Peter has provided invaluable knowledge and support to the ESFA Governance Manager. His leadership has been instrumental in guiding the governance structure and ensuring compliance with FA standards, while also advocating for schools' football within the FA's frameworks.

4.2 SCHOOLS ASSOCIATION FOOTBALL INTERNATIONAL BOARD

The School's Association Football International Board (SAFIB) AGM was held at Lilleshall National Sports Centre, on behalf of ESFA, on Saturday September 30th 2023 where fixture dates, venues and general organisation for the various SAFIB competitions were discussed and arrangements made. Delegates also attended the Wolverhampton Wanderers v Manchester City game. In attendance, representing ESFA, were Marvin Robinson (ESFA Chairman), Nick Loftus (ESFA Vice Chairman), Mark Hignett (SAFIB Vice Chairman elect) and ESFA SAFIB Executive Member Alan Johnston.

4.2.1 SAFIB Winter Meeting 2024

The SAFIB Winter meeting took place on the 13th and 14th January 2024 at FC Bayern, Munich, Germany in conjunction with Inspiresport. In attendance were Nick Loftus (ESFA Vice Chair) representing the Chairman, Mark Hignett (SAFIB Vice Chair) and Alan Johnston (ESFA SAFIB Executive Board member).

The meeting formalised all forthcoming SAFIB competitions and, specifically relevant to the ESFA, the Centenary Shield venues/KO's together with final arrangements for the Bob Docherty Tournament. Discussions at the meeting focussed on updating SAFIB competition protocols and the need for a ground Risk Assessment to be made available to visiting Associations. A request sheet, identifying specific requirements for visiting Associations was agreed which would be sent out in advance. A guided tour of the FC Bayern stadium and academy followed the meeting. The evening official dinner was sponsored by SAFIB. An

additional guided tour of the FC Bayern's first team facility and a detailed presentation by the FC Bayern Youth Director on Sunday 14th January concluded the weekend.

4.2.2 SAFIB Centenary Shield 2024 – Boy's under 18 National teams

Many congratulations to Northern Ireland Schools' FA who made it a clean sweep in this year's Championships, taking on and beating all comers. NISFA are wondering if this is the first time that a Grand Slam has been achieved, i.e. 4 wins from 4 games played.

England finished as runners-up, just ahead of Wales on goal difference, eventually coming good after looking a little undercooked in their first two games. One of the Welsh home fixtures had to be moved at the last-minute after the pitch at Briton Ferry was ruled to be unplayable. Well done to the WSFA on having an excellent alternative venue on hand. The Republic played both their home games at the excellent Athlone Town facility but saved their best performance for their last match, a resounding away win. Scotland played both their home matches at lunchtime and attracted large crowds of schoolchildren to their games.

CENTENARY SHIELD - 2024	Home Team	Away Team	Venue	KO
Friday 23 February	N Ireland 3	England 0	Blanchflower Park	1900
Thursday 29 February	Republic 1	Scotland 1	Athlone Town	1900
Thursday 7 March	Republic 1	N Ireland 2	Athlone Town 1	1900
Thursday 14 March	Scotland 2	Wales 4	Greenock Morton	1300
Thursday 21 March	Scotland 0	N Ireland 2	Stenhousemuir	1300
Thursday 28 March	Wales 3	England 1	BP Llandarcy	1900
Friday 5 April	England 4	Republic 0	Walsall	1900
Thursday 11 April	N Ireland 2	Wales 1	Blanchflower Park	1900
Friday 12 April	England 4	Scotland 2	Chesterfield	1900
Thursday 18 April	Wales 0	Republic 3	Briton Ferry	1900

Centenary Shield 2024 results

	P	W	D	L	F	A	Goal difference	Points
Northern Ireland	4	4	0	0	9	2	+7	12
England	4	2	0	2	9	8	+1	6
Wales	4	2	0	2	8	8	-0	6
Republic of Ireland	4	1	1	2	5	7	-2	4
Scotland	4	0	1	3	5	11	-6	1

4.2.3 SAFIB Bob Docherty Tournament 2024 for U15 Girls National teams

The tournament was played in Athlone and superbly hosted by the Football Association of Ireland Schools. Many thanks to all those involved in the organisation of the event.

Monday 25 March 2024

FAIS 2 SSFA 1 Athlone Town FC KO 1000
 IFA 1 ESFA 1** Athlone Town FC KO 1215 (ESFA won 3-1 on penalties, extra point)

Tuesday 26 March 2024

SSFA 2 IFA 1 Athlone Town FC KO 1500
 FAIS 1 ESFA 2 Athlone Town FC KO 1715 (John Read Trophy)

Wednesday 27 March 2024

Rest Day for all players.

Thursday 28 March 2024

SSFA 1 ESFA 1** Athlone Town FC KO 1000 (ESFA won 5-4 on penalties, extra point)

FAIS 1 IFA 0 Athlone Town FC KO 1215

Bob Docherty Cup 2024	P	W	D	L	F	A	G/D	Pts
England	3	1	2**	0	4	3	+1	7
Republic of Ireland	3	2	0	1	4	3	+1	6
Scotland	3	1	0	2	4	4	0	3
Northern Ireland	3	0	1	2	2	4	-2	1

As well as winning the John Read Trophy, England progressed through the tournament unbeaten. Congratulations to players and Management on a series of outstanding performances.

The presentation of the Bob Docherty Girls International Cup to the England Captain was made by the SAFIB Chair, Joe Carroll after dinner on the final night.

4.2.3 SAFIB Under 14 ALLEN MCKINSTRY Cup 2024 for Boys School Teams

The tournament was played out at the Cardiff University Sports Centre and masterminded by the Welsh Schools FA's Tim Curtis. Many thanks to him for his efforts and expertise.

DAY 1 - 2024	Team 1	Team 2	Venue	KO
Wednesday 23 May	St Francis 1**	Whitchurch 1	Llanrumney	1330
Wednesday 23 May	Redden Court 3	Ysgol y Strade 0	Llanrumney	1530
Wednesday 23 May	Shenfield 2	Lurgan 1	Llanrumney	1730

** Won on penalties (10-9), extra point*

Allen McKinstry Cup 2024 – END OF DAY 1

	P	W	D	L	F	A	Gaol Diff	Points
England B	1	1	0	0	3	0	+3	3
England A	1	1	0	0	2	1	+1	3
Republic of Ireland	1	0	1	0	1	1	0	2**
Wales B	1	0	1	0	1	1	0	1
Northern Ireland	1	0	0	1	1	2	-1	0
Wales A	1	0	0	1	0	3	-3	0

DAY 2 - 2024	Team 1	Team 2	Venue	KO
Thursday 24 May	Shenfield 4	Ysgol y Strade 3	Llanrumney	1330
Thursday 24 May	St Francis 1	Redden Court 0	Llanrumney	1530
Thursday 24 May	Lurgan 1	Whitchurch 2	Llanrumney	1730

Allen McKinstry Cup 2024 – END OF DAY 2

P	W	D	L	F	A	Goal dif	Points
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England A	2	2	0	0	6	4	+2	6
Republic of Ireland	2	1	1**	0	2	1	+1	5
Wales B	2	1	1	0	3	2	+1	4
England B	2	1	0	1	3	1	+2	3
Northern Ireland2	0	0	2	2	4	-2		0
Wales A 2	0	0	2	3	7	-4	0	

DAY 3 - 2024	Team 1	Team 2	Venue	KO
Saturday 25 May	Lurgan 5	Redden Court 0	Llanrumney	1000
Saturday 25 May	Whitchurch 3	Ysgol y Strade 1	Llanrumney	1000

THE FINAL

Saturday 25 May	St Francis 2	Shenfield 0	Llanrumney	1130
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Many congratulations to the 2024 Boys International School Champions, St Francis College from Rocheston, Cork, representing the Republic of Ireland. They were unbeaten, winning two of their three games, as well as the penalty shoot-out (10-9) in their drawn game, to claim an extra point.

4.2.4 SAFIB Rod Huston Cup for U14 Girls 2024

The planned dates for this competition are Monday 16 September to Wednesday 18 September 2024. Matches, accommodation and meals will be at the Lilleshall National Sports Centre.

Participating teams

- ESFA – Shenfield High School, Brentwood, Essex
- FAIS – Salerno Secondary School, Salthill, County Galway
- NISFA – Kilkeel High School, Newry, County Down
- WSFA – Caerleon Comprehensive School, Newport

4.2.5 SAFIB Victory Shield Tournament – Boy's under 16 teams

The tournament took place in North Wales. Wet weather caused the re-arrangement of several venues by the FAW.

MATCH DAY 1 - 2023	Team 1	Team 2	Venue	KO
Monday 6 November	Republic 1	Scotland 0	Ruthin Town	1200
Monday 6 November	Wales 1	N Ireland 1	Denbigh Town	1800

MATCH DAY 2 - 2023	Team 1	Team 2	Venue	KO
Wednesday 8 November	N Ireland 2	Scotland 2	Flint Town	1200
Wednesday 8 November	Wales 2	Republic 3	Denbigh Town	1800

MATCH DAY 3 - 2023	Team 1	Team 2	Venue	KO
Saturday 11 November	Wales 2	Scotland 0	Bala Town	1100
Saturday 11 November	Republic 3	N Ireland 1	Cefn Druids	1105

Victory Shield 2023 Hosts – FA of Wales

P	W	D	L	F	A	Goal dif	Points
---	---	---	---	---	---	----------	--------

Republic of Ireland	3	3	0	0	7	3	+4	9
Wales	3	1	1	1	5	4	+1	4
Northern Ireland	3	0	2	1	4	6	-2	2
Scotland	3	0	1	2	2	5	-3	1

4.3 SARA

SARA has reported the following 23//24 key achievements and highlights:

- Landmark concussion guidance for grassroots sport published alongside the Government.
- Parliamentary launch of the 'Social Value of Movement and Dance' report
- Led responses to numerous Government consultations, from Martyn's Law to Betting Integrity
- Launch of Sustainability Hub and EDI E-learning platform
- Hosted our Annual General Meeting and Members' Meeting at the magnificent Guildhall
- Attended all three major political party conferences, building advocacy for our members and the power of Sport and Recreation more broadly
- Inaugural Fit for your Funding Future workshop, exploring available revenue streams now and in years to come
- Led the Secretariat for the APPG for Sport, convening and representing the sector in Parliament
- Campaign to make the UK more active launched in Parliament, supported by research demonstrating the UK is joint 11th compared to European peers
- Winners of the 'Best Sports Related Commercial or Promotional Video' at the Sports Business Awards 2023
- International Women's Day event with Leeds Rhinos
- Community Sport and Recreation Awards, attended by the Duke and Duchess of Edinburgh

With grateful thanks to Mike Spinks for continuing to represent the ESFA in this capacity.

4.4 NCSS

Pam Burrage (Tennis) retired as Chair after a very successful 10 years in post. She is replaced by Ian Ireland (Boxing).

Mention was made of two boys' football teams and one girls team who attended the ISF football tournament in China. Such a good time they had they are enthusiastic to go again – it is in China again in 2025 dates TBA. If another girls team could be found that would be good.

In Brazil in 2025 will be the ISF Futsal competition – it would be good if we could find rep teams to go. When dates are confirmed information will be sent through.

NCSS affiliation fee, £150, will remain the same for this season. ESFA will be invoiced

NCSS AGM next year planned for 27th September 2025.

With grateful thanks to Stuart Inger for continuing to represent the ESFA in this capacity.

4.5 CHILD WELFARE

The ESFA National Safeguarding Officers continue to work closely with Associations to ensure compliance with ESFA safeguarding policies and our legal obligations. ESFA affiliation policy states that every Association running representative teams must have an FA qualified Safeguarding Officer

with an in date (within the last 3 years) FA Criminal Record Check (DBS) and every manager or coach with an Association representative team must also have an accepted FA DBS every 3 years. The FA have recently agreed a dispensation for serving teachers who now do not have to complete the Safeguarding Children Workshop - they are now just required to sign a declaration that they are serving teachers. Those who are not practising teachers must also re-certificate the FA Child Welfare training every 2 years. Associations/team management will be suspended if they do not comply with ESFA requirements.

The National SGOs continue to work closely with local and county Associations to ensure they fully comply with these regulations and strongly urge all Associations, especially those with representative teams to ensure their personal records on the portal are kept up to date throughout the season and delete staff who are longer involved with their representative teams in line with our GDPR obligations. Associations are reminded that, in line with FA policy, all teams should have two members of staff allocated to the team for all matches and training sessions.

There have been a small number of safeguarding concerns and poor practice incidents, which have been managed by the National Safeguarding Officers working closely with Association Welfare Officers, the FA Management team, and Statutory Agencies where appropriate.

There is full access to many policy documents and guidelines on the ESFA website – these are regularly updated and added to over the course of the season. The SGOs have continued to develop ways of engaging and supporting Associations and their Safeguarding Officers - Safeguarding Support Visits (SSV), Desk Top Reviews (DTR), and online meetings for Association SGOs. The National Safeguarding Officers are always willing to take calls and assist Association where there may be issues and one of the National Safeguarding Officers is usually available during evenings and weekends.

The goal is to ensure all District and County Associations running rep teams are managed in accordance with ESFA/FA policy and everybody involved with the Associations is fully FA qualified and DBS checked and registered on a new ESFA portal. The aim, in the future, is to also introduce Parental Engagement Briefings and online engagement with Association players to also listen to their voice.

Council is grateful to our safeguarding team for their expertise, their commitment, and their determination to help us to make sure children are safe when playing under our auspices.

4.6 MARKETING AND PR

The 2023/2024 season saw the ESFA's marketing & communications outputs hit a confident stride, with engagement across all social channels up, great results for sponsors and partners and all campaign targets being met and often exceeded. ESFA social media channels have continued to grow in both followers and engagement and the strategic planning of content, plus the experience of the team is ensuring information shared is timely, relevant and engaging. The development of the Social Media Officer in his first season in post has allowed us to continue to improve social content, digital content creation and helped to ensure that the ESFA is able to provide a consistent all-round showcase of ESFA content throughout the season and across all campaigns.

4.6.1 X (formerly Twitter) - Followers have increased once again from 29,490 to 31,400 and throughout the season, the Association received almost 4 million impressions on posts shared

on X. It continues to be the ESFA's biggest social media platform, due to the historic use of the account and the carefully curated content allows the Association to share good quality messaging about its own activity, but also promote the achievements of schools and Associations that follow the account. X continues to be popular for an audience of schools, teachers and Associations as well as parents and players.

4.6.2 Facebook – The Marketing team continue to share content to the ESFA's Facebook page, to ensure that all messaging is being consistently shared across all platforms. Follower numbers have increased from 6,077 to 8,200 and posts consistently achieve good reach to audiences with Facebook posts mirroring X's 3.8m impressions. The ESFA is using Facebook to target adverts for the Association's volunteer recruitment campaign and also using it to create 'events' for International fixtures, providing another way to further promote these games.

4.6.3 Instagram – The ESFA Instagram account continued to flourish in 23/24, increasing its followers from 11,200 to almost 16,000 with consistently high engagement rates on all posts shared across the platform. The short video content shared on the channel, particularly post-match Player of the Match interviews at National Finals did well in terms of views, but also allowed the ESFA to continue the story of National Finalists off the pitch. The visual aspect of Instagram allows the team to create colourful, eye catching and consistently on-brand content, which also received well over 3 million impressions across the season.

4.6.4 YouTube – The ESFA's YouTube channel, ESFA TV, received almost 400,000 views of its static and live content this year and the account has been the sole platform for all live National Cup Final coverage. All four Centenary Shield fixtures were shown via the YouTube channel as well as on the Channel 4 app. The England Schoolgirls also had their friendly fixture v Wales live streamed via the channel. Subscribers have increased from 9,936 to 13,100 and the channel's popularity continues to grow.

4.6.5 Website – The current website is still serving the Association until the new site and software is implemented. The website continues to be updated, amended and re-ordered to ensure it is as user-friendly as possible.

4.6.6 International Squads – The international programme continues to do well in terms of content across all ESFA media. The boys' programme benefitted from some additional coverage when Channel 4 promoted them on their social channels ahead of some of their games being streamed on the Channel 4 app and the U15 Schoolgirls played an additional friendly fixture at TNS which allowed them a stadium experience with full coverage, which was a great addition to the programme. Panini produced digital sticker spreads for the players again and the Marketing team spent some time with the players at the training camp to ensure plenty of content capture for the season.

4.6.7 Schools' Football Week – Schools' Football Week (SFW) returned again in February 2024, where the initiative saw another very successful campaign with 1,209 schools took part in activity. More than a quarter of a million pupils (259,168) were registered to be involved in SFW activity, which was an increase of over 23,000 from 2023 and almost 120,000 girls took part in SFW, which was an increase of around 12,000 from the previous season. Pro:Direct once again sponsored Schools' Football Week for the 2024 season and the ESFA ran a

competition for 2 schools to win a Schools' Football Week kit for registering their activity. Pro:direct ran a competition for pupils to design a football shirt, which was made into a physical shirt and presented to the winning pupil at school. The ESFA also ran a competition for schools to win an assembly from author, Dan Freedman, which was well received by participants. Unlike in previous years, the campaign wasn't supported by DCMS or the DfE and there was less support from partners, which meant the campaign didn't perform quite as well as in 2023 and this is being reviewed ahead of 2025.

4.6.8 Brand Identity – The ESFA continue to work with 33 Creative DPW to create physical branded items and artwork such as programmes and the ESFA handbook. More of the digital artwork creation is being successfully created in-house by the ESFA's Social Media Officer, giving the Association more control over its image. The PlayStation Schools' Cup imagery is created by the PR agency that activates the partnership, the Pokémon Primary Schools' Cup logo was created in-house by Pokémon, with all subsequent branding being designed in-house by the ESFA, with brand approval. The ESFA continues to ensure its brand guidelines are promoted to partners and to ensure all artwork is created with a strong brand presence on internal and external documents.

SECTION 5 - HONORARY AUDITORS' REPORT

The Honorary Auditors (HAs) have, throughout the season, received copies of Trustees and Council Minutes. On July 23rd, HAs Gavin Hawkins and Allan Reed, along with newly appointed HA Jackie Brown, made a one-day visit to the ESFA offices in Stafford.

A. FINANCE

In attendance: A Chilton, M Coyne, D Howard, N Loftus

A deficit budget of about £50,000 had been set for 2023-24. However, with good management, sound investments and increased sponsorship, with thanks to the good work of the Commercial Director, a profit for the season had been made. Due to good financial management it enabled Trustees to return money to associations, cut entry fees and made funding available for new teams.

A big risk to the association, especially if a major sponsor is lost, is the means by which ESFA is able to generate income and funds can be distributed to Membership.

As income from the FA decreases so the ESFA have looked for sources of income which the association has control. To do this a subsidiary company has been established. The company is exploring coaching camps. The intent of these camps is to make them profitable so that money can be reinvested in Membership. It is extremely important that Membership supports the endeavours of the Subsidiary Company as it will be of benefit to all.

The budget for 2024-25 shows a deficit of £35,000. This is a risk but in recent years, by setting a balanced budget, ESFA have managed to save or generate money thus outperforming the budget predictions.

The HAs thank the Chair of Trustees, the Chief Executive, the Finance Director and Commercial Director for their diligent work in looking after the association's finances.

B. PERSONNEL INTERVIEWS

(a) CEO

The CEO reported that ESFA had responded to the criticism in last year's HA report by distributing a Perception Survey. There was a good response from Membership but not Associations. Association officials only wish to speak about representative football, a small percentage of the ESFA portfolio. The majority of ESFA business is with individual schools where the engagement is much better.

To show support to everyone the CEO has offered to attend an event that Membership organises but the response from Membership has been poor.

Season 2023-24 was the end of the 4-year Business Plan. Season 2024-25 is a transition year regarding FA Funding, so ESFA have a year to move away from what the association does with this Funding to what the FA require in the next cycle, thus allowing ESFA to return to a 3-year contract with the FA.

After the transition year discussions will take place regarding the changing of the committee structure for the new Business Plan. One possibility is the establishing of a Membership Committee, which would be responsible for Membership support.

CEO has a very good working relationship with staff, who work diligently at all times. CEO is well supported by Council and has excellent backing from Trustees.

(b) National Competitions Co-ordinator

The NCC expressed their enjoyment working for ESFA and happiness being involved with football in someway. They have a good relationship with the Competitions' Committee, especially the Committee Chair.

Although no target was set they were determined to grow the competitions, which was successfully achieved. This was attained, without external pressure, by the NCC communicating with schools/association to ensure contact details were up to date. The NCC has set themselves an individual challenge to improve participation further.

The NCC produces a paper identifying where, in the country, there is engagement and where there is a desert then linking the results to their own target of trying to improve participation in representative football.

The NCC was of the opinion that the success of the Coaching Camps will help maintain and develop representative competitions.

C. DISCUSSIONS WITH OUTGOING CHAIR AND INCOMING CHAIR

(a) Outgoing Chair, Mavin Robinson

The discussion with the outgoing Chair was held online.

They expressed their honour to be ESFA Chair. The role required plenty of hard work with many demands. They felt they could have done more but understood that things take time.

The outgoing Chair has the desire to see Rewards and Recognition Awards to deserving recipients and schools' international players become the biggest grassroots award ceremony i.e. a national end of season celebration.

During the season an international working group had been created, which completed an audit of the international programme and made recommendations for improvement.

The Chair was of the opinion that changing from one year to three relating to "extended eligibility" Council Members - those who are part of an Association and employed in a school, but without the requisite QTS which would afford "full eligibility" was good as it allowed more people to be involved with ESFA.

Delight was expressed that the U15 Girls' International team were able to experience playing in a football stadium and hopes this will be carried on.

(b) Incoming Chair, Nick Loftus

The HAs welcomed the new Chair and was thanked for their attendance. From the discussion with the new Chair the following points were noted.

- Felt the role was not just about the Chair but about all people in schools' football pulling together in the same direction and not in isolation. For this to happen there is much work to be done.
- Need to promote the value and importance to everyone of schools' football especially representative football.
- Chair and Vice-chair will be speaking to Members of Council for views and opinions so that everyone is pulling in the same direction for what Membership requires.
- The Association needs to be less reliant on FA funding.
- Discover how ESFA can interact with Membership more as there continues to be a feeling from Membership and ESFA of a disconnect.

CONCLUSIONS

- Staff are happy in their working environment and are fully supported.
- Staff members have good ideas which could help influence Council in their decision making.
- Changes to working practices within the ESFA Office has facilitated a more efficient use of time.
- The organisation is well run and, at the current moment, financially sound. However, if a major sponsor is lost then difficulties may arise.
- The Coaching Camps, a significant project, to be run by the ESFA's Subsidiary Company must succeed. The success of the camps will allow everyone associated with ESFA to benefit so Membership support is extremely important.
- ESFA have attempted by various means e.g. consultations, on-line meetings, surveys and offering visits, to engage with Membership. However, if Membership reluctantly fail to engage with the schools' governing body, although some have, it is wrong for people to go to meetings and say "ESFA does nothing for us" and others nodding in agreement.
- HAs noted that Committee Meetings are often not quorate. It is hoped that following engagement with the Chair and Vice-chair there will be an improvement in attendance at such meetings.

- The eagerly anticipated portal is near completion but for the moment Membership need to remain patient until it is fully functioning.
- Consideration may need to be given for the role of Chair being for two years instead of one as recent incumbents feel they have just become accustomed to the role when they have to step down.

JB/GH/AR
August 2024

ENGLISH SCHOOLS FOOTBALL ASSOCIATION



FINANCIAL STATEMENTS

FOR THE YEAR ENDED

30TH JUNE 2024

ENGLISH SCHOOLS FOOTBALL ASSOCIATION

FINANCIAL STATEMENTS

FOR THE 12 MONTHS

1ST JULY 2023 TO 30TH JUNE 2024

CONTENTS

Page

1	LEGAL AND ADMINISTRATIVE DETAILS
2	TRUSTEES REPORT
3	AUDITORS REPORT
4	STATEMENT OF FINANCIAL ACTIVITIES
5	BALANCE SHEET
6	CASH FLOW STATEMENT
7	NOTES TO THE FINANCIAL STATEMENTS

FINANCIAL STATEMENTS - FOR THE YEAR ENDED 30 JUNE 2024LEGAL AND ADMINISTRATIVE DETAILS

CHARITY NUMBER: 1173338

TRUSTEES: M COYNE (CHAIR)
M ROBINSON
N LOFTUS
P HARDING
P JACKSON
T JAMES (Appointed 6 July 2024)
S BOTHAM

CHIEF EXECUTIVE: MISS A CHILTON

REGISTERED OFFICE: 4 PARKER COURT
STAFFORDSHIRE TECHNOLOGY PARK
BEACONSIDE, STAFFORD
ST18 0WP

HONORARY AUDITORS: A REED
G HAWKINS
MRS J BROWN (Appointed 6 April 2024)

BANKERS: CAF BANK LTD
25 KINGS HILL AVENUE
KINGS HILL
WEST MALLING
KENT ME19 4JQ

AUDITORS: LANCASTER HASKINS LTD
GRANVILLE HOUSE
2 TETTENHALL ROAD
WOLVERHAMPTON
WV1 4SB

SOLICITORS: CREAM HR LTD
17 LICHFIELD BUSINESS VILLAGE
THE FRIARY
LICHFIELD
STAFFORDSHIRE
WS13 6QG

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2024

The trustees present their report with the financial statements of the charity for the period 1 July 2023 to 30 June 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

RISK MANAGEMENT

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity, and are satisfied that systems are in place to mitigate our exposure to the major risks. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces.

Trustees routinely monitor a comprehensive risk register to assess risk materialisation, the impact of mitigation and any new or emerging risks.

The risk register drives the creation of internal controls including but not restricted to the implementation of procedures for authorisation for some transactions, in accordance with the scheme of delegation.

Procedures are also in place to ensure compliance with safeguarding and health and safety of staff, volunteers, clients and visitors to the ESFA's HQ and activities and events staged by the Association, as well as other key legislative drivers.

THE OBJECTIVES OF THE CHARITY AND STRUCTURE SET UP TO ACHIEVE THEM

(a) The mental, moral and physical development and improvement of schoolchildren and students up to twenty years of age through the medium of Association Football.

(b) To further such other purposes which may be charitable according to the law of England and Wales as the Trustees see fit from time to time.

The ESFA allows Associations to affiliate to the national association and school customers to take part through competition entry. Schools affiliate to local associations at all-age, secondary, middle school, and primary level. They in turn elect members to serve on the national association which organises the activities of the association, with the support of a full-time chief executive and professional staff.

The Trustees are elected from the national council and are already familiar with the practical work of the charity.

The ESFA is a Charitable Incorporated Organisation (CIO). The ESFA's constitution, based on Charity Commission's recommended format, consists of rule and bye-laws which are available annually from the ESFA HQ. These rules and bye-laws are implemented and the programme of national activities is supported in order to meet the objects of the Association.

At the end of each season the council of the ESFA publishes its annual report which sets out the work, development and achievements of the association. ESFA review aims, objectives and activities each year. This review looks at what has been achieved and the outcomes of the work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people the ESFA is set up to help. The Charity Commission's general guidance on public benefit has been referred to when reviewing the aims and objectives and in planning the future activities. In particular the ESFA consider how these planned activities will contribute to the objectives of the Association.

The annual report also carries a report of the financial position of the association while the council member responsible gives a verbal report at the Annual General Meeting explaining the salient features of the printed accounts.

ACHIEVEMENTS AND PERFORMANCE

Overall, the Trustees are satisfied that the objectives of the charity are being met. The annual accounts identify those areas of income which have been received as a result of sponsorship, partnership, affiliation, donation & grant aid.

Details of the ESFA's achievements & activities in relation to the Charity's purpose for public benefit are outlined in the ESFA's Annual Report for season 23/24.

FINANCIAL REVIEW

The statement of Financial Activities for the year is set out on page 4 of the financial statements.

Funding for the charity's main activities is by sponsorship and FA funding.

PROPERTY

In the Trustees' opinion the Balance Sheet value of the property is not materially different to the market value.

RESERVES POLICY

The ESFA needs reserves in order to protect the future of the Association and to meet its obligations in the event that funding sources fail to reach the levels required to operate for the season. The Trustees have determined that 2 types of reserve are necessary:

Short term accessible reserves: are required to cover any temporary or unforeseen setbacks in income, or any unexpected expenditure.

Long term reserves: to protect against the risks from the external environment, such as:

confirmation of income not being received at the point of budget setting

the need to pay in advance for some activity

mitigation against the loss of a major funder

mitigation against concurrent loss of multiple income sources.

In considering the appropriate level of reserves, the trustees took into account:

Existing funds

Future income streams, together with an assessment of their reliability

Committed expenditure and how far this is controllable

The key areas of risk facing the association, and how likely these are to materialise.

Taking into account the external environment and risks, Trustees annually set the balance of investment between the long term and the short term, and the levels of funding necessary to maintain the ESFA's operation for one season in the event of income loss as described above.

The trustees have agreed that the reserves policy would be reviewed at least every 3 years.

With regards to risk, the trustees aim to invest in low-risk funds that maximise interest. With regards to ethics, the association will not invest in funds or companies whose activities obviously conflict with those of the ESFA.

Budgets are set for each financial year and these are reviewed and reports produced on a regular basis.

Professional advice is sought and taken when appropriate.

GOING CONCERN

No material uncertainties that cast significant doubt about the ability of the association to continue as a going concern have been identified by the trustees. This assessment had taken account of the changes in income and expenditure, along with the increased diversification of income streams, medium term funding contracts and good performance against funder targets. Also taken into consideration were the association's cash and fixed assets. On the basis of their assessment of the ESFA's financial position, the trustees have a reasonable expectation that the association will be able to continue in operational existence for the foreseeable future.

Therefore they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

PLANS FOR FUTURE PERIODS

Looking forward to Season 2024/25 and beyond, the ESFA will continue to ensure that football is available to all schoolchildren and students.

The ESFA's Trustees have approved & resourced a business plan for 24/25, which is a 1 year extension of the preceding plan.

The business plan outlines the following aims:

Further develop sustainable, consistent, high quality schools' football both locally & nationally

A vibrant, committed and engaged Membership which is supported to deliver schools' football

A stable national structure which creates entry points for football at any age, and provides for progression through the game

Age, culture, ability and gender-appropriate access to schools' football is provided, focusing on new entrants to the sport

Collaboration which effectively sustains and develops opportunities to participate

Good Governance

Good financial health

To meet our charitable objectives the activities of the Association will be monitored & improvements sought whenever possible.

AUDITORS

A resolution proposing that Lancaster Haskins Limited be re-appointed as auditors of the charity will be put to the AGM.

SIGNED ON BEHALF OF THE TRUSTEES

.....
M. COYNE

.....
M. ROBINSON

.....
N. LOFTUS

Date: 15 October 2024

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF ENGLISH SCHOOLS FOOTBALL ASSOCIATION**Opinion**

We have audited the financial statements of The English Schools Football Association (the "charity") for the year ended 30 June 2024 which comprise the statement of financial activities, the balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 June 2024, and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs UK) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF ENGLISH SCHOOLS FOOTBALL ASSOCIATION
(CONTINUED)

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 2, the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Charities Act 2011, data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was a susceptibility to fraud, their knowledge of actual suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- investigated the rationale behind significant or unusual transactions; and

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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Date: 15 October 2024

Lancaster Haskins Limited, Statutory Auditor
Granville House, 2 Tettenhall Road, Wolverhampton, WV1 4SB

	Note	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
INCOME & ENDOWMENTS FROM					
<u>Other Trading Activities</u>					
Sponsorship	8	408,000	-	408,000	359,110
Partnerships	9	70,470	-	70,470	48,976
Donations & Royalties		742	-	742	2,753
Handbooks & Publications	12	2,927	-	2,927	3,745
Fundraising & Publicity	13	15,000	-	15,000	27,000
<u>Investment Income</u>	10	50,857	-	50,857	12,614
<u>Charitable Activities</u>					
FA Income	11	-	489,409	489,409	533,442
Year 3 & 4 Festivals	16	-	35,000	35,000	57,000
Affiliation & Sanction Fees		6,900	-	6,900	6,600
Disciplinary Charges		10,144	-	10,144	10,815
National Competition Hospitality Sales		-	-	-	390
National Competition Representative Entry Fees		24,325	-	24,325	36,001
National Competition School Entry Fees		154,304	-	154,304	157,274
International Matches	14	13,675	-	13,675	22,759
Total		757,344	524,409	1,281,753	1,278,479
EXPENDITURE ON					
<u>Raising Funds</u>					
Merchandising Activities		11,115	-	11,115	-
(Obsolete stock being written off)					
Fundraising & Publicity	13	88,929	-	88,929	51,282
Investment Management Costs		1,998	-	1,998	193
<u>Charitable Activities</u>					
International Matches	14	79,732	-	79,732	76,874
Council and AGM	18	23,368	-	23,368	24,206
Management & Administration	18	223,000	295,006	518,006	505,445
National Competitions	19	273,320	96,932	370,252	342,541
Year 3 & 4 Festivals	16	-	35,000	35,000	56,933
Reward & Recognition		3,661	13,000	16,661	8,871
Association Grant Funding	17	18,000	-	18,000	16,622
FA Expenditure	15	-	84,473	84,473	154,853
Total		723,123	524,411	1,247,534	1,237,820
Gains/ (Losses) On Investment Assets:					
Realised		-	-	-	13,063
Unrealised		-	-	-	-
NET INCOME/(EXPENDITURE)		34,221	(2)	34,219	53,722
Transfer Between Funds		(2)	2	-	-
Net Movement In Funds:	7	34,219	-	34,219	53,722
Total Funds Brought Forward		2,062,577	-	2,062,577	2,008,855
TOTAL FUNDS CARRIED FORWARD		2,096,796	-	2,096,795	2,062,577

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised during the year.

BALANCE SHEET - AS AT 30 JUNE 2024

		<u>30/06/24</u>		<u>30/06/23</u>	
	<u>Note</u>	£	£	£	£
<u>FIXED ASSETS</u>					
Tangible Fixed Assets	4		578,643		604,054
Investments	5		-		-
<u>CURRENT ASSETS</u>					
Stock			8,868		15,368
Debtors	21		75,486		136,533
Deferred Expenditure			48		159
Cash At Bank	6		1,694,617		1,613,693
			<u>1,779,019</u>		<u>1,765,753</u>
<u>CREDITORS: Amounts Falling Due Within One Year</u>					
Sundry Creditors & Accruals	22		251,244		237,674
Advance Income	23		9,623		69,556
			<u>260,867</u>		<u>307,230</u>
<u>NET CURRENT ASSETS</u>			<u>1,518,152</u>		<u>1,458,523</u>
<u>TOTAL ASSETS LESS CURRENT LIABILITIES</u>			2,096,795		2,062,577
<u>CREDITORS: Amounts Falling Due After More Than One Year</u>					
			-		-
<u>NET ASSETS</u>			<u>2,096,795</u>		<u>2,062,577</u>
<u>FUNDS AND RESERVES</u>					
Unrestricted Funds	7		2,096,795		2,062,577
Restricted Funds	7		-		-
<u>TOTAL FUNDS</u>			<u>2,096,795</u>		<u>2,062,577</u>

The financial statements were approved and authorised for issue by the Board on 15 October 2024
Signed on behalf of the board of trustees

.....
M. COYNE

Date: 15 October 2024

The notes on pages 7 to 14 form part of these financial statements.

Charity Commission Number: 1173338

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2024

	<u>Note</u>	<u>30/06/24</u> £	<u>30/06/23</u> £
Cash flows from operating activities:			
Cash generated from operations	1	90,057	146,212
Tax paid		-	-
		<hr/>	<hr/>
Net cash provided by (used in) operating activities		<hr/> 90,057	<hr/> 146,212
Cash flows from investing activities:			
Purchase of tangible fixed assets		(9,133)	(3,161)
Sale of fixed asset investments		-	184,878
		<hr/>	<hr/>
Net cash provided by (used in) investing activities		<hr/> (9,133)	<hr/> 181,717
Change in cash and cash equivalents in the reporting period		80,924	327,929
Cash and cash equivalents at the beginning of the reporting period		<hr/> 1,613,693	<hr/> 1,285,764
Cash and cash equivalents at the end of the reporting period		<hr/> 1,694,617	<hr/> 1,613,693

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 20241. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	<u>30/06/24</u> £	<u>30/06/23</u> £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	34,219	53,722
Adjustments for:		
Realised Gain from listed investments	-	(13,063)
Depreciation	34,544	26,197
Decrease in stocks	6,499	1,147
Decrease in debtors	61,158	164,136
Increase in creditors	(46,363)	(85,927)
	<hr/>	<hr/>
Net cash provided by (used in) operating activities	<hr/> 90,057	<hr/> 146,212

1. ACCOUNTING POLICIES

(a) Basis Of Preparation

The English Schools' Football Association is a charitable incorporated organisation (CIO) registered in England. The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities and the Charities Act 2011.

The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

(b) Fixed Assets

Depreciation is provided on office equipment over 3 years on a straight line basis in order to write off each asset over its estimated useful life. Expenditure on new computers is depreciated over 3 years on a straight line basis. Expenditure on operating software system is depreciated over 10 years on a straight line basis. The property is depreciated at a rate of 2% per year commencing 1 January 2007.

(c) Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

(d) Income Recognition

Sponsorship income is recognised in the financial statements as the relevant competition expenditure falls due. All other incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

(e) Grants

Income from grants are recognised at fair value in the financial statements upon receipt and offset against the expenditure to which they relate.

(f) Resources Expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

(g) Pension Costs

The charity operates a defined contribution scheme for members of staff. The assets of the scheme are held separately from those of the charity in an independently administered fund. The amount charged in the SoFA represents the contributions payable to the scheme in respect of the accounting period.

(h) Operating Leases

The net rentals for operating leases are charged to the income and expenditure account on an equal-instalment basis over the period of the operating lease.

(i) Stock

Stock is included in the accounts at the lower of cost and net realisable value and relates to stock held for the award scheme, presentation and saleable items.

(j) Deferred incoming resources

Income is deferred in respect of sponsorship, competition entry fees and grants which relate to periods subsequent to 30 June 2024, on a time-apportioned basis.

(k) FA Income

The receipt in advance of a grant for expenditure that must take place in a future accounting period is accounted for as deferred income and recognised as a liability until the accounting period in which the ESFA is allowed by the condition to expend the resource.

(l) Investments

Investments are shown at market value with the unrealised surplus being transferred to unrestricted funds.

(m) Financial Instruments

Basic financial instruments are recognised at amortised cost, except for investments in non-convertible preference and non-puttable ordinary shares which are measured at fair value with changes recognised in profit or loss. Derivative financial instruments are initially recorded at cost and thereafter at fair value with changes recognised in profit and loss.

(n) Significant judgements and estimates

Management is required to make judgements, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

(o) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resource.

2. RELATED PARTIES

The association is affiliated to the Football Association Limited and transactions between the parties are detailed in the statement of financial activities and notes. Please refer to page 4, page 10, note 11 and page 11, note 15.

No remuneration or other benefits were paid to any of the ESFA Trustees.

The ESFA's Key Management Personnel received a total of £123,443 in employee benefits for their services to the charity.

Two individual staff members received employee benefits (excluding employer pension costs) of more than £60,000.

3. CONTROL RELATIONSHIPS

The ultimate control is the English Schools' Football Association elected Board of Trustees.

4. FIXED ASSETS

	Computer & Office Equipment	Leasehold Property	Total
	£	£	£
<u>Cost</u>			
As at 1 July 2023	130,146	780,018	910,164
Additions	9,133	-	9,133
Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
As at 30 June 2024	139,279	780,018	919,297
<u>Depreciation</u>			
As at 1 July 2023	48,710	257,400	306,110
Charge For The period	18,944	15,600	34,544
Adjustment On Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
As at 30 June 2024	67,654	273,000	340,654
<u>Net Book Values</u>			
As at 30 June 2024	71,625	507,018	578,643
	<hr/>	<hr/>	<hr/>
As at 30 June 2023	81,436	522,618	604,054
	<hr/>	<hr/>	<hr/>

5. <u>FIXED ASSET INVESTMENTS</u>	<u>30/06/24</u>		<u>30/06/23</u>	
	£		£	
Quoted Unit Trust Investments				
Market Value As at 1 July 2023	-		171,815	
Additions/(Disposals)	-		(184,878)	
Net Realised Investment Gain (Loss)	-		13,063	
Net Unrealised Investment Gains (Loss)	-		-	
As at 30 June 2024	-		-	
6. <u>CASH AT BANK</u>	<u>30/06/24</u>		<u>30/06/23</u>	
	£		£	
High Interest Accounts	1,379,160		1,244,159	
Current Accounts	315,038		369,326	
Cash In Hand	419		208	
	1,694,617		1,613,693	
7. <u>FUNDS</u>	<u>30/06/24</u>		<u>30/06/23</u>	
	<u>Unrestricted</u>	<u>Restricted</u>	<u>Unrestricted</u>	<u>Restricted</u>
	£	£	£	£
As at 1 July 2023	2,062,577	-	2,008,855	-
Surplus/(Deficit) For The Period	34,219	-	53,722	-
As at 30 June 24	2,096,795	-	2,062,577	-
8. <u>SPONSORSHIP</u>	<u>30/06/24</u>		<u>30/06/23</u>	
	£		£	
Sony PlayStation, Pokemon, Utilita & Mark Harrod			359,110	
Sony PlayStation, Pokemon, Arnold Clark & Mark Harrod	408,000			
	408,000		359,110	
9. <u>PARTNERSHIPS</u>	<u>30/06/24</u>		<u>30/06/23</u>	
	£		£	
<u>Income</u>				
First Point USA, Oddballs Apparel Ltd, UCFB				
VEO Technologies, Zone Telecoms Ltd, Pro:Direct				
& STATSports Group			72,000	
Oddballs Apparel Ltd, UCFB, Sports Hotels, iBrain				
VEO Technologies, Pro:Direct, Future Elite Sports				
STATSports Group, Butterfly Squad				
& Active8 Managed Technologies	78,000			
<u>Expenditure</u>				
Support costs	7,530		23,024	
	70,470		48,976	

10 INVESTMENT INCOME		30/06/24	30/06/23
		£	£
Interest And Dividends		50,857	12,614
11 FA INCOME		30/06/24	30/06/23
		£	£
Governance		257,456	266,310
Competitions		101,151	193,687
Development		76,335	55,426
Leadership		46,967	18,019
Futsal		7,500	-
		489,409	533,442
12. HANDBOOKS AND OTHER PUBLICATIONS		30/06/24	30/06/23
		£	£
<u>Income</u>			
Handbooks & Competition Booklets		11,704	11,136
<u>Expenditure</u>			
Handbooks & Competition Booklets		8,777	7,391
		2,927	3,745
13 FUNDRAISING & PUBLICITY		30/06/24	30/06/23
		£	£
<u>Income</u>			
Panini UK & Pro:Direct			27,000
Panini UK & Pro:Direct	15,000		
		15,000	27,000
<u>Expenditure</u>			
Webcasting events	42,390		22,000
Photographer	8,125		6,000
Schools Football Week	8,852		3,349
PR items & Surveys	16,647		9,166
		76,014	40,515
Management & Administration	18	12,915	10,767
		88,929	51,282
		(73,929)	(24,282)

NOTES TO THE FINANCIAL STATEMENTS - (CONTINUED) 30 JUNE 2024

14 INTERNATIONAL MATCHES	30/06/24	30/06/23
(Including support from InspireSport)	£	£
<u>Income</u>		
Home International Receipts & Other Income	1,101	12,520
Player Sponsorship	10,498	7,851
Inspire Sport	2,076	2,388
	<u>13,675</u>	<u>22,759</u>
<u>Expenditure</u>		
U18 (Boys) Home Internationals	17,124	22,905
U18 (Boys) Away Internationals	14,733	16,829
U18 (Boys) Groups Coaching (Home & Away)	6,728	6,625
U18 (Boys) Interviews, Uniforms & Kit	3,069	1,969
U15 (Girls) Home Internationals	6,110	-
U15 (Girls) Away Internationals	13,240	10,848
U15 (Girls) Group Coaching (Home & Away)	6,925	6,575
U15 (Girls) Interviews, Uniforms & Kit	1,790	1,802
SAFIB	4,643	2,862
Media & Other Expenditure	5,370	6,459
	<u>79,732</u>	<u>76,874</u>
	<u>(66,057)</u>	<u>(54,115)</u>
15 FA EXPENDITURE	30/06/24	30/06/23
	£	£
Association Grants & Affiliation Fees	6,600	6,600
Safeguarding visits & equipment	15,657	1,055
County Administrators	-	105,767
Development Activities	22,119	8,528
Muslim Schools Festival	3,528	3,000
Deaf Schools Festival	4,111	3,224
Disability Festivals	6,028	1,567
Futsal Activities	7,500	7,000
Intraschool "Hotshots" Activities	7,050	9,009
Referee Bursaries	-	7,870
Volunteer Funding	11,880	1,233
	<u>84,473</u>	<u>154,853</u>
16 YEAR 3 & 4 FESTIVALS	30/06/24	30/06/23
	£	£
<u>Income</u>		
Football Association	-	35,000
Premier League Charitable Fund	35,000	22,000
	<u>35,000</u>	<u>57,000</u>
<u>Expenditure</u>		
Year 3 & 4 Festivals	35,000	56,933
	<u>35,000</u>	<u>56,933</u>
17 ASSOCIATION GRANT FUNDING (ESFA FUNDED)	30/06/24	30/06/23
	£	£
County & District Associations	-	622
Regional Associations	8,000	16,000
New Representative Teams	10,000	-
	<u>18,000</u>	<u>16,622</u>

18 **MANAGEMENT AND ADMINISTRATION**

Administration And Headquarters

	<u>30/06/24</u>	<u>30/06/23</u>
	£	£
Salaries, National Insurance And Pension	510,529	516,537
Heat & Light	8,962	12,838
Telephone And Postage	5,108	5,289
Printing And Stationery	4,073	3,844
Staff Recruitment And Training	5,901	10,316
Professional Services	9,777	7,628
Safeguarding & DBS costs	1,453	1,920
Secretarial And Travel	11,658	11,794
Sundry (includes disallowed VAT)	21,413	14,164
Website & Software Fees	5,929	7,587
Repairs & Maintenance	29,207	17,412
Depreciation	34,544	26,197
Lease Of Equipment	3,951	6,572
Insurance	38,576	35,658
Bank Charges	229	391
Bank charges for competitions	75	149
Bad Debt Write Off	-	449
Rental Income	(8,283)	(8,178)
Subsidiary Company costs	13	13
	<u>683,115</u>	<u>670,580</u>

Auditor's emoluments

Included in professional services	<u>6,000</u>	<u>4,670</u>
-----------------------------------	--------------	--------------

Allocated as follows

Charitable Activities		518,006	505,445
County Administrators	15	-	14,134
Fundraising & Publicity	13	12,915	10,767
National Competitions	19	152,194	140,234
		<u>683,115</u>	<u>670,580</u>

Council And Annual General Meeting

	<u>30/06/24</u>	<u>30/06/23</u>
	£	£
Meetings	9,738	13,847
County, Association, Area/ Matches & Meetings	855	1,391
Telephone, Stationery, Postage & Allowances	843	845
Professional Services & Recruitment	11,932	4,280
Annual General Meeting	-	3,843
	<u>23,368</u>	<u>24,206</u>

Average Number Of Employees

	<u>30/06/24</u>	<u>30/06/23</u>
Office And Secretarial	13	13
County Administrators	-	4

Analysis of employees' remuneration

Gross remuneration	441,976	447,378
Employer's NIC	37,810	38,602
Employer's pension contributions	30,743	28,423
Redundancy payments	-	2,134
	<u>510,529</u>	<u>516,537</u>

Pension Costs

The association operates a defined contribution scheme. The assets of the scheme are held separately from those of the association in an independently administered fund. The pension cost charge represents contributions payable to the fund and amounted to £30,743 (2023: £28,423). There were 14 members of staff in the scheme. At 30 June 2024, there were no accrued contributions (2023: £0)

NOTES TO THE FINANCIAL STATEMENTS - (CONTINUED) 30 JUNE 2024

19 NATIONAL COMPETITIONS

		30/06/24		30/06/23	
		£	£	£	£
<u>Schools & Superleague Competitions</u>					
U18 Superleague (Boys)		3,095		2,775	
U18 Superleague (Girls)		2,945		2,634	
U18 Inter School (Boys)		3,129		2,732	
U18 Inter School (Girls)		3,196		2,754	
U18 Inter School B Team (Boys)		3,114		2,799	
U16 Inter School (Boys)		3,098		2,783	
U16 Inter School (Girls)		3,117		2,690	
U16 Inter Elite School (Boys)		3,132		2,758	
U16 Inter School B Team (Boys)		3,021		2,816	
U16 Inter Small School (Boys)		3,170		2,789	
U15 Inter School (Boys)		4,099		4,133	
U15 Inter School (Girls)		4,078		4,138	
U15 Inter School New (Girls)		6,204		3,419	
U15 Inter Elite School (Boys)		4,084		4,108	
U15 Inter School B Team (Boys)		4,056		4,101	
U15 Inter School B Team (Girls)		3,660		3,431	
U15 Inter Small School (Boys)		4,124		4,133	
U15 Inter Small School (Girls)		3,669		3,161	
U14 Inter School (Boys)		3,956		4,275	
U14 Inter School (Girls)		4,144		4,111	
U14 Inter Elite School (Boys)		3,916		4,159	
U14 Inter School B Team (Boys)		3,969		4,173	
U14 Inter Small School (Boys)		3,864		4,235	
U13 Inter School (Boys)		4,152		4,161	
U13 Inter School (Girls)		4,242		4,151	
U13 Inter School New (Girls)		6,177		3,429	
U13 Inter Elite School (Boys)		3,901		4,168	
U13 Inter School B Team (Boys)		3,888		4,122	
U13 Inter School B Team (Girls)		3,681		3,358	
U13 Inter Small School (Boys)		3,841		4,123	
U13 Inter Small School (Girls)		3,665		1,695	
U12 Inter School (Boys)		3,998		4,140	
U12 Inter School (Girls)		3,885		4,137	
U12 Inter Elite School (Boys)		3,883		4,125	
U12 Inter School B Team (Boys)		3,851		4,208	
U12 Inter Small School (Boys)		3,975		4,116	
U11 Inter School (Boys)		6,508		7,373	
U11 Inter School (Girls)		6,511		7,213	
U11 Inter Small School (Mixed)		6,458		7,530	
			157,456		151,156
<u>Representative Competitions</u>					
U18 Inter County (Boys)		2,715		2,669	
U16 Inter County (Boys)		3,061		2,431	
U16 Inter County (Girls)		3,016		2,394	
U15 Inter District (Boys)		4,951		4,293	
U15 Inter District (Girls)		4,756		3,593	
U14 Inter County (Boys)		3,014		2,506	
U14 Inter County (Girls)		2,816		2,479	
U14 Inter District (Boys)		5,107		4,382	
U14 Inter District (Girls)		5,536		4,019	
U13 Inter District (Boys)		5,159		4,476	
U13 Inter District (Girls)		5,039		3,954	
U12 Inter District (Boys)		5,073		4,476	
U12 Inter District (Girls)		5,106		4,305	
U11 Inter District (Boys)		2,371		2,317	
U11 Inter District (Girls)		2,325		2,356	
Champions Cup Branding and Subscription		557		501	
			60,602		51,151
<u>Management Costs</u>					
Management & Administration	18		152,194		140,234
			370,252		342,541

20	<u>VALUE ADDED TAX</u>	<u>30/06/24</u>	<u>30/06/23</u>
		£	£
	Payments Made To HM Revenue & Customs During the Period	22,056	55,573
		<u><u> </u></u>	<u><u> </u></u>
21	<u>DEBTORS (DUE WITHIN ONE YEAR)</u>	<u>30/06/24</u>	<u>30/06/23</u>
		£	£
	Trade debtors	73,364	111,207
	Prepayments	2,122	1,714
	HMRC (VAT)	-	23,612
		<u> </u>	<u> </u>
		75,486	136,533
		<u><u> </u></u>	<u><u> </u></u>
22	<u>CREDITORS (DUE WITHIN ONE YEAR)</u>	<u>30/06/24</u>	<u>30/06/23</u>
		£	£
	Trade creditors	16,724	25,188
	Accruals	234,520	212,486
		<u> </u>	<u> </u>
		251,244	237,674
		<u><u> </u></u>	<u><u> </u></u>
23	<u>ADVANCED INCOME</u>	<u>30/06/24</u>	<u>30/06/23</u>
		£	£
	Balance Bfd	69,556	169,952
	Movement for year	(59,933)	(100,396)
		<u> </u>	<u> </u>
	Balance cfd	9,623	69,556
		<u><u> </u></u>	<u><u> </u></u>
24	<u>OPERATING LEASE COMMITMENTS</u>	<u>30/06/24</u>	<u>30/06/23</u>
		£	£
	Due within 1 year	<u>4,741</u>	<u>8,801</u>
	Due between 1 and 2 years	<u>4,741</u>	<u>3,548</u>
	Due between 2 and 5 years	<u>1,895</u>	<u>-</u>
	Due over 5 years	<u>-</u>	<u>-</u>

ENGLISH SCHOOLS FOOTBALL ASSOCIATION



FINANCIAL STATEMENTS

FOR THE YEAR ENDED

30TH JUNE 2024

ENGLISH SCHOOLS FOOTBALL ASSOCIATION

FINANCIAL STATEMENTS

FOR THE 12 MONTHS

1ST JULY 2023 TO 30TH JUNE 2024

CONTENTS

Page

1	LEGAL AND ADMINISTRATIVE DETAILS
2	TRUSTEES REPORT
3	AUDITORS REPORT
4	STATEMENT OF FINANCIAL ACTIVITIES
5	BALANCE SHEET
6	CASH FLOW STATEMENT
7	NOTES TO THE FINANCIAL STATEMENTS

FINANCIAL STATEMENTS - FOR THE YEAR ENDED 30 JUNE 2024LEGAL AND ADMINISTRATIVE DETAILS

CHARITY NUMBER: 1173338

TRUSTEES: M COYNE (CHAIR)
M ROBINSON
N LOFTUS
P HARDING
P JACKSON
T JAMES (Appointed 6 July 2024)
S BOTHAM

CHIEF EXECUTIVE: MISS A CHILTON

REGISTERED OFFICE: 4 PARKER COURT
STAFFORDSHIRE TECHNOLOGY PARK
BEACONSIDE, STAFFORD
ST18 0WP

HONORARY AUDITORS: A REED
G HAWKINS
MRS J BROWN (Appointed 6 April 2024)

BANKERS: CAF BANK LTD
25 KINGS HILL AVENUE
KINGS HILL
WEST MALLING
KENT ME19 4JQ

AUDITORS: LANCASTER HASKINS LTD
GRANVILLE HOUSE
2 TETTENHALL ROAD
WOLVERHAMPTON
WV1 4SB

SOLICITORS: CREAM HR LTD
17 LICHFIELD BUSINESS VILLAGE
THE FRIARY
LICHFIELD
STAFFORDSHIRE
WS13 6QG

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2024

The trustees present their report with the financial statements of the charity for the period 1 July 2023 to 30 June 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

RISK MANAGEMENT

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity, and are satisfied that systems are in place to mitigate our exposure to the major risks. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces.

Trustees routinely monitor a comprehensive risk register to assess risk materialisation, the impact of mitigation and any new or emerging risks.

The risk register drives the creation of internal controls including but not restricted to the implementation of procedures for authorisation for some transactions, in accordance with the scheme of delegation.

Procedures are also in place to ensure compliance with safeguarding and health and safety of staff, volunteers, clients and visitors to the ESFA's HQ and activities and events staged by the Association, as well as other key legislative drivers.

THE OBJECTIVES OF THE CHARITY AND STRUCTURE SET UP TO ACHIEVE THEM

(a) The mental, moral and physical development and improvement of schoolchildren and students up to twenty years of age through the medium of Association Football.

(b) To further such other purposes which may be charitable according to the law of England and Wales as the Trustees see fit from time to time.

The ESFA allows Associations to affiliate to the national association and school customers to take part through competition entry. Schools affiliate to local associations at all-age, secondary, middle school, and primary level. They in turn elect members to serve on the national association which organises the activities of the association, with the support of a full-time chief executive and professional staff.

The Trustees are elected from the national council and are already familiar with the practical work of the charity.

The ESFA is a Charitable Incorporated Organisation (CIO). The ESFA's constitution, based on Charity Commission's recommended format, consists of rule and bye-laws which are available annually from the ESFA HQ. These rules and bye-laws are implemented and the programme of national activities is supported in order to meet the objects of the Association.

At the end of each season the council of the ESFA publishes its annual report which sets out the work, development and achievements of the association. ESFA review aims, objectives and activities each year. This review looks at what has been achieved and the outcomes of the work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people the ESFA is set up to help. The Charity Commission's general guidance on public benefit has been referred to when reviewing the aims and objectives and in planning the future activities. In particular the ESFA consider how these planned activities will contribute to the objectives of the Association.

The annual report also carries a report of the financial position of the association while the council member responsible gives a verbal report at the Annual General Meeting explaining the salient features of the printed accounts.

ACHIEVEMENTS AND PERFORMANCE

Overall, the Trustees are satisfied that the objectives of the charity are being met. The annual accounts identify those areas of income which have been received as a result of sponsorship, partnership, affiliation, donation & grant aid.

Details of the ESFA's achievements & activities in relation to the Charity's purpose for public benefit are outlined in the ESFA's Annual Report for season 23/24.

FINANCIAL REVIEW

The statement of Financial Activities for the year is set out on page 4 of the financial statements.

Funding for the charity's main activities is by sponsorship and FA funding.

PROPERTY

In the Trustees' opinion the Balance Sheet value of the property is not materially different to the market value.

RESERVES POLICY

The ESFA needs reserves in order to protect the future of the Association and to meet its obligations in the event that funding sources fail to reach the levels required to operate for the season. The Trustees have determined that 2 types of reserve are necessary:

Short term accessible reserves: are required to cover any temporary or unforeseen setbacks in income, or any unexpected expenditure.

Long term reserves: to protect against the risks from the external environment, such as:

- confirmation of income not being received at the point of budget setting
- the need to pay in advance for some activity
- mitigation against the loss of a major funder
- mitigation against concurrent loss of multiple income sources.

In considering the appropriate level of reserves, the trustees took into account:

- Existing funds
- Future income streams, together with an assessment of their reliability
- Committed expenditure and how far this is controllable
- The key areas of risk facing the association, and how likely these are to materialise.

Taking into account the external environment and risks, Trustees annually set the balance of investment between the long term and the short term, and the levels of funding necessary to maintain the ESFA's operation for one season in the event of income loss as described above.

The trustees have agreed that the reserves policy would be reviewed at least every 3 years.

With regards to risk, the trustees aim to invest in low-risk funds that maximise interest. With regards to ethics, the association will not invest in funds or companies whose activities obviously conflict with those of the ESFA.

Budgets are set for each financial year and these are reviewed and reports produced on a regular basis.

Professional advice is sought and taken when appropriate.

GOING CONCERN

No material uncertainties that cast significant doubt about the ability of the association to continue as a going concern have been identified by the trustees. This assessment had taken account of the changes in income and expenditure, along with the increased diversification of income streams, medium term funding contracts and good performance against funder targets. Also taken into consideration were the association's cash and fixed assets. On the basis of their assessment of the ESFA's financial position, the trustees have a reasonable expectation that the association will be able to continue in operational existence for the foreseeable future.

Therefore they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

PLANS FOR FUTURE PERIODS

Looking forward to Season 2024/25 and beyond, the ESFA will continue to ensure that football is available to all schoolchildren and students.

The ESFA's Trustees have approved & resourced a business plan for 24/25, which is a 1 year extension of the preceding plan.

The business plan outlines the following aims:

- Further develop sustainable, consistent, high quality schools' football both locally & nationally
- A vibrant, committed and engaged Membership which is supported to deliver schools' football
- A stable national structure which creates entry points for football at any age, and provides for progression through the game
- Age, culture, ability and gender-appropriate access to schools' football is provided, focusing on new entrants to the sport
- Collaboration which effectively sustains and develops opportunities to participate
- Good Governance
- Good financial health

To meet our charitable objectives the activities of the Association will be monitored & improvements sought whenever possible.

AUDITORS

A resolution proposing that Lancaster Haskins Limited be re-appointed as auditors of the charity will be put to the AGM.

SIGNED ON BEHALF OF THE TRUSTEES

.....
M. COYNE

.....
M. ROBINSON

.....
N. LOFTUS

Date: 15 October 2024

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF ENGLISH SCHOOLS FOOTBALL ASSOCIATION**Opinion**

We have audited the financial statements of The English Schools Football Association (the "charity") for the year ended 30 June 2024 which comprise the statement of financial activities, the balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 June 2024, and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs UK) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF ENGLISH SCHOOLS FOOTBALL ASSOCIATION
(CONTINUED)

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 2, the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Charities Act 2011, data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was a susceptibility to fraud, their knowledge of actual suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- investigated the rationale behind significant or unusual transactions; and

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

.....

Date: 15 October 2024

Lancaster Haskins Limited, Statutory Auditor
Granville House, 2 Tettenhall Road, Wolverhampton, WV1 4SB

	Note	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
INCOME & ENDOWMENTS FROM					
<u>Other Trading Activities</u>					
Sponsorship	8	408,000	-	408,000	359,110
Partnerships	9	70,470	-	70,470	48,976
Donations & Royalties		742	-	742	2,753
Handbooks & Publications	12	2,927	-	2,927	3,745
Fundraising & Publicity	13	15,000	-	15,000	27,000
<u>Investment Income</u>	10	50,857	-	50,857	12,614
<u>Charitable Activities</u>					
FA Income	11	-	489,409	489,409	533,442
Year 3 & 4 Festivals	16	-	35,000	35,000	57,000
Affiliation & Sanction Fees		6,900	-	6,900	6,600
Disciplinary Charges		10,144	-	10,144	10,815
National Competition Hospitality Sales		-	-	-	390
National Competition Representative Entry Fees		24,325	-	24,325	36,001
National Competition School Entry Fees		154,304	-	154,304	157,274
International Matches	14	13,675	-	13,675	22,759
Total		757,344	524,409	1,281,753	1,278,479
EXPENDITURE ON					
<u>Raising Funds</u>					
Merchandising Activities		11,115	-	11,115	-
(Obsolete stock being written off)					
Fundraising & Publicity	13	88,929	-	88,929	51,282
Investment Management Costs		1,998	-	1,998	193
<u>Charitable Activities</u>					
International Matches	14	79,732	-	79,732	76,874
Council and AGM	18	23,368	-	23,368	24,206
Management & Administration	18	223,000	295,006	518,006	505,445
National Competitions	19	273,320	96,932	370,252	342,541
Year 3 & 4 Festivals	16	-	35,000	35,000	56,933
Reward & Recognition		3,661	13,000	16,661	8,871
Association Grant Funding	17	18,000	-	18,000	16,622
FA Expenditure	15	-	84,473	84,473	154,853
Total		723,123	524,411	1,247,534	1,237,820
Gains/ (Losses) On Investment Assets:					
Realised		-	-	-	13,063
Unrealised		-	-	-	-
NET INCOME/(EXPENDITURE)		34,221	(2)	34,219	53,722
Transfer Between Funds		(2)	2	-	-
Net Movement In Funds:	7	34,219	-	34,219	53,722
Total Funds Brought Forward		2,062,577	-	2,062,577	2,008,855
TOTAL FUNDS CARRIED FORWARD		2,096,796	-	2,096,795	2,062,577

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised during the year.

BALANCE SHEET - AS AT 30 JUNE 2024

		<u>30/06/24</u>		<u>30/06/23</u>	
	<u>Note</u>	£	£	£	£
<u>FIXED ASSETS</u>					
Tangible Fixed Assets	4		578,643		604,054
Investments	5		-		-
<u>CURRENT ASSETS</u>					
Stock			8,868		15,368
Debtors	21		75,486		136,533
Deferred Expenditure			48		159
Cash At Bank	6		1,694,617		1,613,693
			<u>1,779,019</u>		<u>1,765,753</u>
<u>CREDITORS: Amounts Falling Due Within One Year</u>					
Sundry Creditors & Accruals	22		251,244		237,674
Advance Income	23		9,623		69,556
			<u>260,867</u>		<u>307,230</u>
<u>NET CURRENT ASSETS</u>			<u>1,518,152</u>		<u>1,458,523</u>
<u>TOTAL ASSETS LESS CURRENT LIABILITIES</u>			2,096,795		2,062,577
<u>CREDITORS: Amounts Falling Due After More Than One Year</u>					
			-		-
<u>NET ASSETS</u>			<u>2,096,795</u>		<u>2,062,577</u>
<u>FUNDS AND RESERVES</u>					
Unrestricted Funds	7		2,096,795		2,062,577
Restricted Funds	7		-		-
<u>TOTAL FUNDS</u>			<u>2,096,795</u>		<u>2,062,577</u>

The financial statements were approved and authorised for issue by the Board on 15 October 2024
Signed on behalf of the board of trustees

.....
M. COYNE

Date: 15 October 2024

The notes on pages 7 to 14 form part of these financial statements.

Charity Commission Number: 1173338

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2024

	<u>Note</u>	<u>30/06/24</u> £	<u>30/06/23</u> £
Cash flows from operating activities:			
Cash generated from operations	1	90,057	146,212
Tax paid		-	-
		<hr/>	<hr/>
Net cash provided by (used in) operating activities		<hr/> 90,057	<hr/> 146,212
Cash flows from investing activities:			
Purchase of tangible fixed assets		(9,133)	(3,161)
Sale of fixed asset investments		-	184,878
		<hr/>	<hr/>
Net cash provided by (used in) investing activities		<hr/> (9,133)	<hr/> 181,717
Change in cash and cash equivalents in the reporting period		80,924	327,929
Cash and cash equivalents at the beginning of the reporting period		<hr/> 1,613,693	<hr/> 1,285,764
Cash and cash equivalents at the end of the reporting period		<hr/> 1,694,617	<hr/> 1,613,693

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 20241. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	<u>30/06/24</u> £	<u>30/06/23</u> £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	34,219	53,722
Adjustments for:		
Realised Gain from listed investments	-	(13,063)
Depreciation	34,544	26,197
Decrease in stocks	6,499	1,147
Decrease in debtors	61,158	164,136
Increase in creditors	(46,363)	(85,927)
	<hr/>	<hr/>
Net cash provided by (used in) operating activities	<hr/> 90,057	<hr/> 146,212

1. ACCOUNTING POLICIES

(a) Basis Of Preparation

The English Schools' Football Association is a charitable incorporated organisation (CIO) registered in England. The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities and the Charities Act 2011.

The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

(b) Fixed Assets

Depreciation is provided on office equipment over 3 years on a straight line basis in order to write off each asset over its estimated useful life. Expenditure on new computers is depreciated over 3 years on a straight line basis. Expenditure on operating software system is depreciated over 10 years on a straight line basis. The property is depreciated at a rate of 2% per year commencing 1 January 2007.

(c) Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

(d) Income Recognition

Sponsorship income is recognised in the financial statements as the relevant competition expenditure falls due. All other incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

(e) Grants

Income from grants are recognised at fair value in the financial statements upon receipt and offset against the expenditure to which they relate.

(f) Resources Expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

(g) Pension Costs

The charity operates a defined contribution scheme for members of staff. The assets of the scheme are held separately from those of the charity in an independently administered fund. The amount charged in the SoFA represents the contributions payable to the scheme in respect of the accounting period.

(h) Operating Leases

The net rentals for operating leases are charged to the income and expenditure account on an equal-instalment basis over the period of the operating lease.

(i) Stock

Stock is included in the accounts at the lower of cost and net realisable value and relates to stock held for the award scheme, presentation and saleable items.

(j) Deferred incoming resources

Income is deferred in respect of sponsorship, competition entry fees and grants which relate to periods subsequent to 30 June 2024, on a time-apportioned basis.

(k) FA Income

The receipt in advance of a grant for expenditure that must take place in a future accounting period is accounted for as deferred income and recognised as a liability until the accounting period in which the ESFA is allowed by the condition to expend the resource.

(l) Investments

Investments are shown at market value with the unrealised surplus being transferred to unrestricted funds.

(m) Financial Instruments

Basic financial instruments are recognised at amortised cost, except for investments in non-convertible preference and non-puttable ordinary shares which are measured at fair value with changes recognised in profit or loss. Derivative financial instruments are initially recorded at cost and thereafter at fair value with changes recognised in profit and loss.

(n) Significant judgements and estimates

Management is required to make judgements, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

(o) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resource.

2. RELATED PARTIES

The association is affiliated to the Football Association Limited and transactions between the parties are detailed in the statement of financial activities and notes. Please refer to page 4, page 10, note 11 and page 11, note 15.

No remuneration or other benefits were paid to any of the ESFA Trustees.

The ESFA's Key Management Personnel received a total of £123,443 in employee benefits for their services to the charity.

Two individual staff members received employee benefits (excluding employer pension costs) of more than £60,000.

3. CONTROL RELATIONSHIPS

The ultimate control is the English Schools' Football Association elected Board of Trustees.

4. FIXED ASSETS

	Computer & Office Equipment	Leasehold Property	Total
	£	£	£
<u>Cost</u>			
As at 1 July 2023	130,146	780,018	910,164
Additions	9,133	-	9,133
Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
As at 30 June 2024	139,279	780,018	919,297
<u>Depreciation</u>			
As at 1 July 2023	48,710	257,400	306,110
Charge For The period	18,944	15,600	34,544
Adjustment On Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
As at 30 June 2024	67,654	273,000	340,654
<u>Net Book Values</u>			
As at 30 June 2024	71,625	507,018	578,643
	<hr/>	<hr/>	<hr/>
As at 30 June 2023	81,436	522,618	604,054
	<hr/>	<hr/>	<hr/>

5. <u>FIXED ASSET INVESTMENTS</u>	<u>30/06/24</u>		<u>30/06/23</u>	
	£		£	
Quoted Unit Trust Investments				
Market Value As at 1 July 2023	-		171,815	
Additions/(Disposals)	-		(184,878)	
Net Realised Investment Gain (Loss)	-		13,063	
Net Unrealised Investment Gains (Loss)	-		-	
As at 30 June 2024	-		-	
6. <u>CASH AT BANK</u>	<u>30/06/24</u>		<u>30/06/23</u>	
	£		£	
High Interest Accounts	1,379,160		1,244,159	
Current Accounts	315,038		369,326	
Cash In Hand	419		208	
	1,694,617		1,613,693	
7. <u>FUNDS</u>	<u>30/06/24</u>		<u>30/06/23</u>	
	<u>Unrestricted</u>	<u>Restricted</u>	<u>Unrestricted</u>	<u>Restricted</u>
	£	£	£	£
As at 1 July 2023	2,062,577	-	2,008,855	-
Surplus/(Deficit) For The Period	34,219	-	53,722	-
As at 30 June 24	2,096,795	-	2,062,577	-
8. <u>SPONSORSHIP</u>	<u>30/06/24</u>		<u>30/06/23</u>	
	£		£	
			359,110	
Sony PlayStation, Pokemon, Utilita & Mark Harrod				
Sony PlayStation, Pokemon, Arnold Clark & Mark Harrod	408,000			
	408,000		359,110	
9. <u>PARTNERSHIPS</u>	<u>30/06/24</u>		<u>30/06/23</u>	
	£		£	
<u>Income</u>				
First Point USA, Oddballs Apparel Ltd, UCFB				
VEO Technologies, Zone Telecoms Ltd, Pro:Direct				
& STATSports Group			72,000	
Oddballs Apparel Ltd, UCFB, Sports Hotels, iBrain				
VEO Technologies, Pro:Direct, Future Elite Sports				
STATSports Group, Butterfly Squad				
& Active8 Managed Technologies	78,000			
<u>Expenditure</u>				
Support costs	7,530		23,024	
	70,470		48,976	

10 INVESTMENT INCOME		30/06/24	30/06/23
		£	£
Interest And Dividends		50,857	12,614
11 FA INCOME		30/06/24	30/06/23
		£	£
Governance		257,456	266,310
Competitions		101,151	193,687
Development		76,335	55,426
Leadership		46,967	18,019
Futsal		7,500	-
		489,409	533,442
12. HANDBOOKS AND OTHER PUBLICATIONS		30/06/24	30/06/23
		£	£
<u>Income</u>			
Handbooks & Competition Booklets		11,704	11,136
<u>Expenditure</u>			
Handbooks & Competition Booklets		8,777	7,391
		2,927	3,745
13 FUNDRAISING & PUBLICITY		30/06/24	30/06/23
		£	£
<u>Income</u>			
Panini UK & Pro:Direct			27,000
Panini UK & Pro:Direct	15,000		
		15,000	27,000
<u>Expenditure</u>			
Webcasting events	42,390		22,000
Photographer	8,125		6,000
Schools Football Week	8,852		3,349
PR items & Surveys	16,647		9,166
		76,014	40,515
Management & Administration	18	12,915	10,767
		88,929	51,282
		(73,929)	(24,282)

NOTES TO THE FINANCIAL STATEMENTS - (CONTINUED) 30 JUNE 2024

14 INTERNATIONAL MATCHES	30/06/24	30/06/23
(Including support from InspireSport)	£	£
<u>Income</u>		
Home International Receipts & Other Income	1,101	12,520
Player Sponsorship	10,498	7,851
Inspire Sport	2,076	2,388
	<u>13,675</u>	<u>22,759</u>
<u>Expenditure</u>		
U18 (Boys) Home Internationals	17,124	22,905
U18 (Boys) Away Internationals	14,733	16,829
U18 (Boys) Groups Coaching (Home & Away)	6,728	6,625
U18 (Boys) Interviews, Uniforms & Kit	3,069	1,969
U15 (Girls) Home Internationals	6,110	-
U15 (Girls) Away Internationals	13,240	10,848
U15 (Girls) Group Coaching (Home & Away)	6,925	6,575
U15 (Girls) Interviews, Uniforms & Kit	1,790	1,802
SAFIB	4,643	2,862
Media & Other Expenditure	5,370	6,459
	<u>79,732</u>	<u>76,874</u>
	<u>(66,057)</u>	<u>(54,115)</u>
15 FA EXPENDITURE	30/06/24	30/06/23
	£	£
Association Grants & Affiliation Fees	6,600	6,600
Safeguarding visits & equipment	15,657	1,055
County Administrators	-	105,767
Development Activities	22,119	8,528
Muslim Schools Festival	3,528	3,000
Deaf Schools Festival	4,111	3,224
Disability Festivals	6,028	1,567
Futsal Activities	7,500	7,000
Intraschool "Hotshots" Activities	7,050	9,009
Referee Bursaries	-	7,870
Volunteer Funding	11,880	1,233
	<u>84,473</u>	<u>154,853</u>
16 YEAR 3 & 4 FESTIVALS	30/06/24	30/06/23
	£	£
<u>Income</u>		
Football Association	-	35,000
Premier League Charitable Fund	35,000	22,000
	<u>35,000</u>	<u>57,000</u>
<u>Expenditure</u>		
Year 3 & 4 Festivals	35,000	56,933
	<u>35,000</u>	<u>56,933</u>
17 ASSOCIATION GRANT FUNDING (ESFA FUNDED)	30/06/24	30/06/23
	£	£
County & District Associations	-	622
Regional Associations	8,000	16,000
New Representative Teams	10,000	-
	<u>18,000</u>	<u>16,622</u>

18 **MANAGEMENT AND ADMINISTRATION**

Administration And Headquarters

	<u>30/06/24</u>	<u>30/06/23</u>
	£	£
Salaries, National Insurance And Pension	510,529	516,537
Heat & Light	8,962	12,838
Telephone And Postage	5,108	5,289
Printing And Stationery	4,073	3,844
Staff Recruitment And Training	5,901	10,316
Professional Services	9,777	7,628
Safeguarding & DBS costs	1,453	1,920
Secretarial And Travel	11,658	11,794
Sundry (includes disallowed VAT)	21,413	14,164
Website & Software Fees	5,929	7,587
Repairs & Maintenance	29,207	17,412
Depreciation	34,544	26,197
Lease Of Equipment	3,951	6,572
Insurance	38,576	35,658
Bank Charges	229	391
Bank charges for competitions	75	149
Bad Debt Write Off	-	449
Rental Income	(8,283)	(8,178)
Subsidiary Company costs	13	13
	<u>683,115</u>	<u>670,580</u>

Auditor's emoluments

Included in professional services	<u>6,000</u>	<u>4,670</u>
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Allocated as follows

Charitable Activities		518,006	505,445
County Administrators	15	-	14,134
Fundraising & Publicity	13	12,915	10,767
National Competitions	19	152,194	140,234
		<u>683,115</u>	<u>670,580</u>

Council And Annual General Meeting

	<u>30/06/24</u>	<u>30/06/23</u>
	£	£
Meetings	9,738	13,847
County, Association, Area/ Matches & Meetings	855	1,391
Telephone, Stationery, Postage & Allowances	843	845
Professional Services & Recruitment	11,932	4,280
Annual General Meeting	-	3,843
	<u>23,368</u>	<u>24,206</u>

Average Number Of Employees

	<u>30/06/24</u>	<u>30/06/23</u>
Office And Secretarial	13	13
County Administrators	-	4

Analysis of employees' remuneration

Gross remuneration	441,976	447,378
Employer's NIC	37,810	38,602
Employer's pension contributions	30,743	28,423
Redundancy payments	-	2,134
	<u>510,529</u>	<u>516,537</u>

Pension Costs

The association operates a defined contribution scheme. The assets of the scheme are held separately from those of the association in an independently administered fund. The pension cost charge represents contributions payable to the fund and amounted to £30,743 (2023: £28,423). There were 14 members of staff in the scheme. At 30 June 2024, there were no accrued contributions (2023: £0)

NOTES TO THE FINANCIAL STATEMENTS - (CONTINUED) 30 JUNE 2024

19 NATIONAL COMPETITIONS

		30/06/24	30/06/23
		£	£
<u>Schools & Superleague Competitions</u>			
U18 Superleague (Boys)		3,095	2,775
U18 Superleague (Girls)		2,945	2,634
U18 Inter School (Boys)		3,129	2,732
U18 Inter School (Girls)		3,196	2,754
U18 Inter School B Team (Boys)		3,114	2,799
U16 Inter School (Boys)		3,098	2,783
U16 Inter School (Girls)		3,117	2,690
U16 Inter Elite School (Boys)		3,132	2,758
U16 Inter School B Team (Boys)		3,021	2,816
U16 Inter Small School (Boys)		3,170	2,789
U15 Inter School (Boys)		4,099	4,133
U15 Inter School (Girls)		4,078	4,138
U15 Inter School New (Girls)		6,204	3,419
U15 Inter Elite School (Boys)		4,084	4,108
U15 Inter School B Team (Boys)		4,056	4,101
U15 Inter School B Team (Girls)		3,660	3,431
U15 Inter Small School (Boys)		4,124	4,133
U15 Inter Small School (Girls)		3,669	3,161
U14 Inter School (Boys)		3,956	4,275
U14 Inter School (Girls)		4,144	4,111
U14 Inter Elite School (Boys)		3,916	4,159
U14 Inter School B Team (Boys)		3,969	4,173
U14 Inter Small School (Boys)		3,864	4,235
U13 Inter School (Boys)		4,152	4,161
U13 Inter School (Girls)		4,242	4,151
U13 Inter School New (Girls)		6,177	3,429
U13 Inter Elite School (Boys)		3,901	4,168
U13 Inter School B Team (Boys)		3,888	4,122
U13 Inter School B Team (Girls)		3,681	3,358
U13 Inter Small School (Boys)		3,841	4,123
U13 Inter Small School (Girls)		3,665	1,695
U12 Inter School (Boys)		3,998	4,140
U12 Inter School (Girls)		3,885	4,137
U12 Inter Elite School (Boys)		3,883	4,125
U12 Inter School B Team (Boys)		3,851	4,208
U12 Inter Small School (Boys)		3,975	4,116
U11 Inter School (Boys)		6,508	7,373
U11 Inter School (Girls)		6,511	7,213
U11 Inter Small School (Mixed)		6,458	7,530
		157,456	151,156
<u>Representative Competitions</u>			
U18 Inter County (Boys)		2,715	2,669
U16 Inter County (Boys)		3,061	2,431
U16 Inter County (Girls)		3,016	2,394
U15 Inter District (Boys)		4,951	4,293
U15 Inter District (Girls)		4,756	3,593
U14 Inter County (Boys)		3,014	2,506
U14 Inter County (Girls)		2,816	2,479
U14 Inter District (Boys)		5,107	4,382
U14 Inter District (Girls)		5,536	4,019
U13 Inter District (Boys)		5,159	4,476
U13 Inter District (Girls)		5,039	3,954
U12 Inter District (Boys)		5,073	4,476
U12 Inter District (Girls)		5,106	4,305
U11 Inter District (Boys)		2,371	2,317
U11 Inter District (Girls)		2,325	2,356
Champions Cup Branding and Subscription		557	501
		60,602	51,151
<u>Management Costs</u>			
Management & Administration	18	152,194	140,234
		370,252	342,541

20	<u>VALUE ADDED TAX</u>	<u>30/06/24</u>	<u>30/06/23</u>
		£	£
	Payments Made To HM Revenue & Customs During the Period	22,056	55,573
		<u><u> </u></u>	<u><u> </u></u>
21	<u>DEBTORS (DUE WITHIN ONE YEAR)</u>	<u>30/06/24</u>	<u>30/06/23</u>
		£	£
	Trade debtors	73,364	111,207
	Prepayments	2,122	1,714
	HMRC (VAT)	-	23,612
		<u> </u>	<u> </u>
		75,486	136,533
		<u><u> </u></u>	<u><u> </u></u>
22	<u>CREDITORS (DUE WITHIN ONE YEAR)</u>	<u>30/06/24</u>	<u>30/06/23</u>
		£	£
	Trade creditors	16,724	25,188
	Accruals	234,520	212,486
		<u> </u>	<u> </u>
		251,244	237,674
		<u><u> </u></u>	<u><u> </u></u>
23	<u>ADVANCED INCOME</u>	<u>30/06/24</u>	<u>30/06/23</u>
		£	£
	Balance Bfd	69,556	169,952
	Movement for year	(59,933)	(100,396)
		<u> </u>	<u> </u>
	Balance cfd	9,623	69,556
		<u><u> </u></u>	<u><u> </u></u>
24	<u>OPERATING LEASE COMMITMENTS</u>	<u>30/06/24</u>	<u>30/06/23</u>
		£	£
	Due within 1 year	<u>4,741</u>	<u>8,801</u>
	Due between 1 and 2 years	<u>4,741</u>	<u>3,548</u>
	Due between 2 and 5 years	<u>1,895</u>	<u>-</u>
	Due over 5 years	<u>-</u>	<u>-</u>